Town of Eastham
Annual Report 2011

Our Cover

"Salt Pond Morning"

Courtesy of Lorraine Speros
Eastham Town Hall

REPORTS

of the

TOWN OFFICERS

of the

TOWN OF EASTHAM

for the year

2011

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TOWN OF EASTHAM

INCORPORATED IN 1651 **Population 2011 Town Census 5,120**

ELECTED OFFICIALS

SENATORS IN CONGRESS

John Kerry, Boston	2014
Scott Brown, Wrentham	2012

REPRESENTATIVES IN CONGRESS – Tenth Congressional District

William Keating	2012

STATE SENATOR – Cape and Islands District

Daniel Wolf	2014

REPRESENTATIVES IN GENERAL COURT – Cape and Islands District

Sarah Peake	2012

COUNTY COMMISSIONERS

William Doherty, Chair	2014
Mary Pat Flynn, Vice-Chair	2013
Sheila Lyons, Commissioner	2013

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Teresa Martin	2012

MODERATOR

David Schropfer	2014

BOARD OF SELECTMEN

Linda S. Burt, Chair	2014
Aimee J. Eckman, Vice Chair	2014
Martin F. McDonald, Clerk	2012
Wallace F. Adams II	2013
John F. Knight	2013

TREASURER/COLLECTOR

Joan M. Plante	2014

TOWN CLERK

Lillian Lamperti	2014

LIBRARY TRUSTEES

David Payor, Chair	2012
Norma P. Marcellino	2013
Mary Shaw	2014

HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	2013
Bernard Kaplan	2012
Ruth Katzman	2014
Kenneth Oliver	2016
James McMakin	2012

ELEMENTARY SCHOOL COMMITTEE

Joanna Stevens, Chair	2012
Ann Crozier	2013
Sean Fleming	2013
Laura Freeman	2014
Joanne Irish	2014

NAUSET REGIONAL SCHOOL COMMITTEE

Sarah Blackwell	2012
Edward Brookshire	2013

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

William Burt	2012
James McMakin	2013
Eileen Morgan	2013
Rev. Matthew Wissell	2013

ANIMAL ADVISORY COMMITTEE

Joanne Baldauf	2012
Martin Haspel, Chair	2013
William O'Shea	2014
Kerry Ann Reid, Vice-Chair	2014

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Bernard Kaplan	2014

BOARD OF ASSESSORS

Alfred Sette, Chair	2014
Doreen Cahill	2014
Maureen Fagan, Vice Chair	2012
Joanna Buffington, Alternate	2014

BOARD OF CEMETERY COMMISIONERS

Robert Carlson, Chair	2012
Susanne Fischer, Clerk	2013
Edmond Harnett	2014

BOARD OF HEALTH

Dr. James Z. Taylor, Chair	2012
Ellen Lariviere, Vice-Chair	2013
Dr. Martin Haspel	2013
Beverly Knox	2013
Lois Roth-Johnson	2012

BOARD OF HIGHWAY SURVEYORS

Pamela Andersen	2012

1651 FOREST ADVISORY COMMITTEE

Steven Gulrich	2014
Steven LaBranche	2014
Loretta Neilsen	2012
Jeffrey Putnam	2013

BOARD OF REGISTRARS

Veronica Brocklebank, Chair	2012
Ann Crozier	2013
Susanne Fischer	2012
Marybeth O' Shea	2012
Linda Van Nest	2014
Lillian Lamperti	Indef.
Ellen Lariviere	2012

BIKEWAYS COMMITTEE

Carol-Ann Dobek, Clerk	2013
Sherida Cocchiola	2013
Robert Donahoe	2012
Michael Giblin	2012
William O'Shea	2014
Judith Parmelee	2012
Paul Schofield	2012

CAPE COD COMMISSION

Joyce Brookshire	2012

CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE

Edward Sabin	2013

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2013
Bernard Richardson	2014

CAPE COD REGIONAL TRANSPORTATION COMMISSION

Sheila Vanderhoef	

CAPE LIGHT COMPACT

Fred Fenlon	2014

COMMUNITY PRESERVATION COMMITTEE

Edward Brookshire	2013
Lucy Ellen Cookson, Chair	2012
Robert M. Finlay	2013
Linda Haspel	2013
Thomas Johnson	2012
Robert Mumford	2014
Judith Poulin	2012
Peter Wade	2012

CONSERVATION COMMISSION

Vivien Cook	2013
Linda Haspel	2013
Steven LaBranche	2014
Sandra Larsen	2012
Fred Rollinson	2014
Stephen Smith, Chair	2012

COUNCIL ON AGING

Virginia Aldrich	2014
Lucile Cashin	2013
Carol DiBona	2013
Thomas Hawko, Chair	2014
Dolores Higgins	2013
Margaret Lynn	2012
Theresa McAlpine	2012
Pauline McGaughey	2014
Frances Perkins	2012
Marjorie Sturm	2014
Mary Sullivan	2012

CULTURAL COUNCIL

James Alexander, Chair	2014
Margaret Alexander	2013
Anthony Cantore	2014
Vivien Cook	2012
Brian LaValley	2013
Kathleen Masterson	2014
Johanna Schneider	2014

FINANCE COMMITTEE

Russ French, Chair	2013
William Krum, Vice-Chair	2013
Brian Eastman, Clerk	2012
Susan Beyle	2012
Judith Cannon	2014
Steven Cole	2013
John Knox	2012
Fred Guidi	2014

HISTORICAL COMMISSION

J. Holden Camp Jr., Chair	2012
Herbert Skelly, Co-Chair	2012
Lucy E. Cookson	2012
Kathryn Sette	2012
Joan Sullivan	2014
Leon Verrone	2013
Frank Crozier	2014

HUMAN SERVICES ADVISORY BOARD

R. Gordon Major, Co-Chair	2014
Mary Sedlock, Co-Chair	2014
Susan Canavari	2014
Judy Izikewicz	2012
Carl Lipton	2013
Elaine Lipton	2012
Margaret Phillips	2013

LONG RANGE PLANNING ADVISORY BOARD

Richard Bryant	2012
Tom Johnson	2012

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Katherine Alpert, Co-Chair	2012
Jane Fischer	2012
Gail O'Keefe-Edsen	2012
Kathryn Sette, Co-Chair	2013
Sherida Cocchiola, Alternate	2012
Leon Verrone, Alternate	2014

OPEN SPACE COMMITTEE

Frank Dobek, Chair	2013
Robert Cook	2012
Carl Steven Gulrich	2014
Stephen Smith	2012
Peter Wade	2012

PLANNING BOARD

Michael Cole, Vice-Chair	2013
Don Andersen	2014
Craig Nightingale	2014
Daniel Coppelman, Chair	2012
Thomas Johnson, Clerk	2012
Lisa Panaccione	2013
Mark Stahl, Alternate	2012
Leon Verrone, Alternate	2014
Robert Smith, Alternate	2014

PUBLIC ACCESS COMMITTEE

Helen Derman, Clerk	Indef.
Asa Decker	Indef.
Lori Hovenstine	Indef.
Jeanette L. Marcucci	Indef.
Eileen Morgan	Indef.

RECREATION COMMISSION

Frank Dobek	2013
Edward Jordan	2013
Robert A. LaBranche, Jr.	2012

SEARCH COMMITTEE

Donald Andersen	2013
Jane Fischer	2013
Judith Cannon	2013
Jessica Dill	2014
Robert Smith, Chair	2014
Barbara Stahl	2014

VISITORS TOURISM & PROMOTION SERVICES BOARD

Prudence Kerry, Chair	2012
Jorie Fleming, Vice-Chair	2013
Bonnie Nuendel	2012
Alfred Sette	2014
Barbara Stahl	2014

WATER MANAGEMENT COMMITTEE

Sandra Bayne	2012
Adele Blong	2014
Marcel Boelitz	2012
William Burke	2013
Mike Guzowski	2014
Charles Harris, Chair	2012
William Nugent	2012
Edward Sedlock	2014
Karl Weiss, Vice-Chair	2013

ZONING BOARD OF APPEALS

Richard Dill	2013
Robert Finlay, Alternate	2012
George Reinhart	2012
Edward Schneiderhan, Alternate	2014
Robert Sheldon, Vice-Chair	2013
Stephen Wasby, Chair	2012
John Zazzaro, Clerk	2014

BOARD OF SELECTMEN

Two incumbents, Aimee Eckman and Linda Burt were re-elected to three year terms as Selectmen in May of 2011. The Board continues to meet every other week on Monday nights. These meetings are always open to the public and are also broadcast live on Cable Channel 18. A work session follows on Wednesday afternoons. The Board's schedule continues to be busy and I thank my fellow Selectmen for their dedication and efforts in serving the Town of Eastham. The following report highlights some major concerns addressed this past year.

Budget: Voters at the May 2011 Town Meeting and subsequently at the Annual Town Election, approved a $500,000.00 override of Proposition 2½. This approval added the necessary funds to offset a shortfall in the town's and schools' operating budgets for the fiscal year. The need for this override is indicative of the ever increasing costs associated with providing services and programs. The Board of Selectmen is continually looking for ways to increase revenues and control expenses. Areas of interest discussed to date include: the reconfiguration of and improvements to Rock Harbor by adding more slips and dockage; a pay-as-you-throw waste disposal program to reduce recyclable materials still found in the waste stream, thus reducing the costs of the trash presently going to SEMASS; alternative energy and energy use reduction at all levels; implementation of new technologies to reduce paper use; and continued review of vehicle needs and equipment efficiency. The Board continues to meet with the Finance Committee to review department budgets. This interaction has worked well to provide meaningful and cost-effective decisions regarding ongoing operating budgets.

Municipal Water System: The Board continues to work with the Water Management Committee and our consultants, Environmental Partners, to address the need for a future municipal water supply. Several planning sessions were held during the year to discuss water supply testing results, system design, policy issues, phasing and financial concerns. We continue to move forward with the planning of the system recognizing citizen concerns about the costs associated with such a project. The Board feels that to not plan and overlook what will be a future need is not a responsible position knowing that implementation costs will only escalate with each passing year.

Pond Studies: Anyone who has lived in Eastham for a number of years can clearly see the level of degradation most of our ponds have suffered over the last decades. The Selectmen received a *Draft October 2011 Action Plan for the Town of Eastham Ponds*. The report, compiled by consultants Ecologic, LLC, and GHD, summarizes current conditions, field assessments, water and sediment analysis, and watershed sources. It outlines a number of possible remedial and protective measures along with a recommended implementation strategy. The Board of Selectmen will continue to work with the consultants and develop a responsive action plan as the draft report is finalized.

Beaches and Erosion: We continue to monitor the erosion problem at our beaches. Ongoing concern about bayside erosion was made more evident by the needed approval of three new private rock revetments over the past year. Knowing the threat to private and public properties will continue with coming storms and high course tides, the Board will work with Recreation and Beaches Department, the Conservation Commission, the Department of Natural Resources, and the

Department of Public Works to find the best solutions to mitigate damage resulting in future lost parking and shoreline.

This short report cannot cover all the activities of the past year. There are many other issues and so many accomplishments. I continue to marvel at the interest and sincere dedication of our employees and volunteer committee members. There is no way to express our deep appreciation for all they do for the Town of Eastham. I particularly would like to thank our Town Administrator, Sheila Vanderhoef, who works tirelessly to keep us on the straight and narrow. She provides our town with high levels of service, skill, and insight, which benefit all. I invite our citizens to continue to offer suggestions and to step forward and serve in some capacity, for this involvement is what truly makes the Town of Eastham a wonderful place to live and work.

Respectfully submitted,

Linda S. Burt, Chair

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2012 Interim Year Update as required by the State to achieve full and fair cash value assessments. The median value of a single-family home as of the January 1, 2011 assessment date was approximately $389,300 compared to $392,500 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose $152 or 6.6%, from $2,320 ($392,500 x $5.91 per $1,000) to $2,472 ($389,300 x $6.35 per $1,000).

The Town of Eastham had 6,361 taxable real estate parcels and 2,709 taxable personal property accounts as of January 1, 2011. The total taxable valuation decreased by $49,303,500 (1.8%) from January 1, 2010 to January 1, 2011. Offsetting a portion of the valuation decrease was a $10,564,053 increase due to New Growth resulting from subdivisions, new construction, and new personal property accounts.

The Board of Selectmen held a public hearing on September 6, 2011 to determine the percentages of the tax levy to be borne by each class of property for FY'12. The Board voted to adopt a single tax rate for all classes of property. The FY'12 tax rate is $6.35 per $1,000 of valuation and was certified by the Department of Revenue on September 9, 2011. The FY'12 tax bills were mailed on September 27, 2011.

The Board of Assessors acted on 125 tax exemption applications for FY'12 in the following categories: 71 for veterans, 7 for the blind, 44 for the elderly, 1 hardship, 1 paraplegic, and 1 for surviving spouse of police officer killed in the line of duty. The total tax exempted was $89,877.81. There were a total of 21 applications for real estate abatements for FY'12 which is less than 1% of the 6,361 taxable real estate parcels, and 13 applications for personal property abatements which is less than 1% of the 2,709 taxable personal property accounts.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The Board appreciated the cooperation of all property owners in allowing access to their properties for the purpose of maintaining accurate property information.

The department handled a large volume of requests for assistance and information. The Board appreciates the professionalism and competence demonstrated by the staff, Gail McAleer, Deputy Assessor; Cindy Nicholson, Assistant to the Assessor; and Belinda Eyestone, Data Collector/Field Appraiser. They served the public by maintaining a high level of accuracy with critical data which insures a credible and fair assessment. The Board also thanks the Board of Selectmen and the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

TAX RATE RECAPITULATION
FISCAL YEAR 2011

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from IIE)	$22,133,878.98
Ib.	Total estimated receipts and other revenue sources (from IIIE)	5,820,790.50
Ic.	Tax levy (IA minus IB)	16,313,088.48
Id.	Distribution of Tax Rates and levies	

Is this a recertification year? N (Enter Y or N)
Classified ( ) Unclassified (X) (Enter X)

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c)/(d) x 1000	(f) LEVY by CLASS (d) x (e)/1000
Residential	95.9297%	16,513,839.40	2,600,605,580	6.35	16,513,845.43
Open Space	0.000%	0.00	0		0
Commercial	2.8385%	488,634.21	76,951,430	6.35	488,641.58
Industrial	0.2828%	48,682.67	7,665,500	6.35	48,675.93
SUBTOTAL	99.0510%	—	2,685,222,510		17,051,162.94
Personal	.9490%	163,365.81	25,725,850	6.35	163,359.15
TOTAL	100.0000%	—	2,710,948,360		17,214,522.09

Board of Assessors of Eastham 08/30/11 (508) 240-5900

Alfred J. Sette, Jr.
Maureen Fagan
Doreen Cahill

Reviewed by:	Jared Curtis		FY12 Growth	$ 62,433.00
Date:	09/09/11		FY12 Levy Limit	17,236,320.00
Tax Rate(s)	I.	6.35	FY12 Base	23,193,944.09
	II.	6.35	FY12 Estimated	
	III.-V.	6.35	Receipts	5,979,422.00
			FY12 Overlay	137,465.09

Approved: Gerard D. Perry 09/09/2011
Director of Accounts Date

AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust was established in May 2008, through a Town Meeting Vote as authorized by the Municipal Affordable Housing Trust Fund bill, Chapter 491 of the Acts of 2004 (MGL c. 44 Sec 55C). The purpose of the Trust is to provide for the creation and preservation of affordable housing in Eastham for the benefit of low and moderate income households.

In 2011 the Trust, working through its agent Bailey Boyd Associates, Inc., continued to work on the implementation of recommendations contained in the 2010 Eastham Housing Production Plan. This included the pursuit of acquiring affordable rental units with funding provided through the Community Preservation Committee. Additionally, the Trust has worked to convey a Trust/Town owned parcel of land to Habitat for Humanity of Cape Cod for the construction of two affordable housing units on Sandy Meadow Way in North Eastham. Construction of these units will begin in early 2012.

Trust members also assisted with input into the housing section of the Eastham Local Comprehensive Plan by providing updated information on affordable housing issues. Members of the Trust meet the first Tuesday of each month and we continue to pursue both traditional and innovative methods to provide for affordable housing in Eastham. The Eastham Affordable Housing Trust would like to thank the Eastham Board of Selectmen, the Town Administrator, the Finance Committee, the Community Preservation Committee, and the Local Comprehensive Planning Committee for their assistance and support as we work to address Eastham's affordable housing needs.

Respectfully Submitted,

William Burt, Trustee and Chair
John Knight, Trustee and Selectmen's Representative
Reverend Matthew Wissell, Trustee
James McMakin, Trustee
Eileen Morgan, Trustee

ANIMAL ADVISORY COMMITTEE

Because he had moved out of the Town of Eastham, Dr. Eric Stone, chair of the Animal Advisory Committee, resigned his position. Elections were consequently held: Martin Haspel-chair, Kerry Ann Reid-co-chair and Joanne Baldauf-clerk. The terms held by Kerry Ann Reid and William O'Shea were renewed for three years.

The Animal Advisory Committee (AAC) met nine (9) times in 2011. There was one case that, in the opinion of the Animal Control Officer (ACO), required the intervention of the AAC. This case involved 2 dogs that exhibited aggressive behavior who frequently roamed on public property without the supervision or knowledge of the owner. Additionally, at least one of the 2 dogs bit and seriously injured a neighbor. At the request of the ACO, the AAC was convened and met with the owner of the dogs as well as with concerned neighbors. The injured party was unable to attend the meeting because of impending surgery for the fractured hip she sustained during the attack. The ACO read the police complaint and the owner of the dog was able to present her version of the incident. The neighbors also were given the opportunity to express their concerns and provide historical information to the AAC. The AAC provided the owner of the dog with written materials dealing with dog aggression. The chair stated that formal recommendations would be formulated at a working meeting and the recommendation for the dog owner would also be provided to the neighbors and the Town administration.

Upon the receipt of the recommendations made by the AAC, the Town Administrator determined that the Board of Selectmen should, in a formal public hearing, hear this case and determine the fate of the dogs. As a consequence, the AAC met again and prepared recommendations for the Board of Selectmen. Members of the AAC attended the hearing and the chair offered testimony to the Board of Selectmen concerning this case.

BIKEWAYS REPORT

We have had 11 meetings this year. We continue to emphasize safe cycling on the Cape Cod Rail Trail (CCRT) and our town roadways. We sponsored the Eastham Waterways Bike Tour in May. Our group started at the First Encounter Beach and biked 5 miles to Nauset Light Beach with excellent cooperation from our Police Department. We intend to run this again next spring.

We continued to support the Pan Mass Challenge which raised $35 million this year. Over 3,500 bikers were involved. Our committee distributed schedule and route information to all motels and to business affected by road closures due to this event. Committee members volunteered as route guides along the Eastham roads travelled by the bikers.

We are working with our Police and Fire departments to raise awareness of the danger of the tunnel under Route 6 on the Eastham portion of the CCRT which has been the scene of several serious accidents recently. We intend to request the State of Massachusetts Department of Conservation and Recreation to make the tunnel safer for bikers.

We sponsored a bicycle maintenance class, run by Idle Times, this spring which was well attended. Additionally, we worked with the Boy Scouts in cleaning a portion of the Eastham CCRT.

Our committee attends meetings and events sponsored by a regional biking group in order to stay current about biking laws and events in Massachusetts. Additionally, we are participating in a group to determine if safe bicycle routes between Wellfleet and Provincetown can be added in the future.

Respectfully submitted

Bob Donahoe, Chair

BUILDING DEPARTMENT

In calendar year 2011, we issued 434 building permits, of which 14 were for new homes, and 155 Certificates of Occupancy were issued. Building permit fee receipts totaled $69,045.00. I feel that 2012 will mirror this year in the number of permits and receipts collected.

Respectfully submitted,

Frank DeFelice
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

In calendar year 2011, 179 plumbing permits and 229 gas permits were issued. 309 plumbing inspections and 353 gas inspections were conducted. Receipts totaled $30,840.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

WIRING INSPECTOR

In calendar year 2011, the following inspections were made:

Temporary	11
Service	87
Rough	161
Final	176
Other	106
Fire	6
Advisory	59
Code	51
Total Inspections	657

Receipts turned in by the Wiring Inspector totaled $31,650.00.

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

All 15 towns on Cape Cod benefit from **regional** services provided by the Cape Cod Commission annually. For example, the Commission serves as coordinator of regional transportation planning with other agencies and providers. In Fiscal Year 2011, those planning efforts resulted in approximately $50 million of local and regional transportation projects being scheduled for federal and state funding in the Transportation Improvement Program for Federal Fiscal Years 2011-2014. Another example is the Commission's continuing role as coordinator of the Barnstable County HOME Consortium and administrator of the HOME Program, which received nearly $750,000 in federal funds in Fiscal Year 2011 to be applied to affordable housing needs throughout the region. The primary purpose of this report is to focus on **Eastham-specific** activities and services provided by the Cape Cod Commission in Fiscal Year 2011.

Planning, Community Development, and Technical Services

The Commission provided technical assistance on historic-review procedures to the Eastham Historic District Commission (October 2010).

The Commission coordinated work by Boston University graduate students from September through December 2010 to inventory cultural landscapes, conduct public workshops, and compile a final report with maps for the Town of Eastham.

The Commission provided $3,000 in District Local Technical Assistance funds for a facilitator to work with the towns of Eastham and Wellfleet on potential opportunities for joint public safety operations.

The Commission provided technical assistance for several transportation-related projects on the Outer Cape:

- an Outer Cape Bicycle Shuttle, to be implemented in FY2012 (operational in August 2011)
- a Satellite Maintenance Facility Feasibility Study that examined the potential for a maintenance facility for Cape Cod Regional Transit Authority vehicles with possible availability to Outer Cape towns
- a Cape Cod National Seashore Integrated Parking and Transit Study that looked at alternatives to beach parking for all beaches located on the Lower/Outer Cape. The study included future demand and existing facilities risk analyses, potential central parking options, and shuttle routes to serve the beaches.

The Commission conducted 13 automatic traffic-recorder counts on road segments and four turning-movement counts at intersections in Eastham.

With data collected by staff members aided by an AmeriCorps Cape Cod member, the Commission identified the location of private wells in Eastham to ensure the protection of private water supply wells from herbicide spraying adjacent to NSTAR utility rights-of-way (ROWs).

The Commission provided the mapping and geographic data analysis for the Nauset Marsh watershed analysis for the Massachusetts Estuaries Project.

The Commission supported the town's work on its Comprehensive Wastewater Management Plan and related activities.

The Commission conducted the annual Pond and Lake Stewardship (PALS) freshwater ponds sampling snapshot for Bridge, Depot, Great, Herring, Higgins, Jemima, Little Depot, Minister, Moll's, Muddy, Penny, Schoolhouse, and Widow Harding ponds.

The Commission conducted water education festivals for students in Eastham.

Regulatory Activities

The Commission submitted a comment letter to the Massachusetts Environmental Policy Act (MEPA) Office on the Environmental Notification Form for the Sunken Meadow Marsh Culvert Restoration (1/13/11).

Respectfully submitted,

Joy Brookshire, Eastham Member, CCC

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Cape Cod Regional Technical High School was established in 1973 as a public technical high school and provides an opportunity to acquire high quality technical, academic and social skills preparing students for success in our changing world. For our school year 2010-2011, we had 693 students enrolled in 17 different technical programs from our sending school district that comprises 12 towns from Mashpee to Provincetown with an operating budget of $12,463,448.

Cape Cod Tech:

- Graduated 141 seniors in June 2011.
- Developed a 5-year Strategic Plan with three major goals: (1) increase student achievement including college and career readiness; (2) Build the Professional Skills of Cape Cod Tech staff to provide effective leadership, instruction, and support services that foster student success; and (3) improving public and community relations.
- Began a self-study to prepare for the New England Association of Schools and Colleges site visit next year, 2012.
- Started phasing out our Hotel, Restaurant, and Business Management program due to a lack of student interest and enrollment.
- Adopted a school-wide bullying policy.
- Adopted Department of Elementary and Secondary Schools common core standards and Race to the Top initiatives.
- Two of our Science Teachers received the Massachusetts Secretary's Award for Excellence in Energy and Environmental Sciences.
- Introduced Career Cruising computer program as one tool used to guide students into a career.
- Sent 8 medal winning students to the State SkillsUSA competition and after the March FFA State Convention, 5 of our students will be headed off to Indianapolis, Indiana in October, 2011.
- Hosted the Lower Cape Chamber of Commerce Home and Garden Show on 4/9/11 with our Carpentry and Horticulture Shops participating and showcasing our Renewable Energy Center.
- Completed the following capital improvements to the school:
    - New front staircase deemed necessary by the Harwich Building Inspector;
    - Started repaving of East End Entrance due to tripping hazards;
    - Applied for funds through the Massachusetts School Building Association to start process of boiler replacement.
- Harwich Water Department honored two Cape Cod Tech students for their senior project in installing a "green" bathroom in our school.
- Extended community outreach through public relations specialist.
- Researched expanding our Science offerings to include a Physics, Technology and Engineering program to start in September of 2011.
- Due to changes in the Meeting Posting laws, our meetings are now posted to our website.

- Many of our teachers and students in the Construction shop area worked on the International Hostel recently dedicated in Hyannis.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Bernard Richardson
School Committee Representative for the Town of Eastham

CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (CCRTA) has provided in Eastham 8,915 one-way passenger trips from July 2010 through June 2011 (FY11).

CCRTA provided 54 general public clients in Eastham with DART (Dial-a-Ride Transportation) service during FY11. These clients took a total of 2,010 one-way passenger trips during this time period. Total DART passenger trips in the fifteen towns of Cape Cod were 168,627 in FY10 compared to 184,344 in FY11.

CCRTA FY11 records for the Boston Hospital Transportation service indicated 12 Eastham residents took 50 one-way trips using this service.

A total of 6,755 one-way trips originated in Eastham for the Flex route for the period July 2010 through June 2011; total ridership for the Flex for this period was 64,653.

CCRTA supplied the Eastham Council on Aging with one Mobility Assistance Program (MAP) vehicle that provided 100 rides from July 2010 to June 2011.

Route maps, schedules, fares, Google Transit Trip Planner and the latest news about Cape Cod public transportation services are provided at www.capecodrta.org, as well as links to many other transportation resources.

Respectfully submitted,

Tom Cahir, Administrator

CAPE LIGHT COMPACT

The Cape Light Compact was formed in 1997 following two years of study and votes of town boards of selectmen and town council. It is organized through a formal intergovernmental agreement signed by all 21 member towns and Barnstable and Dukes counties. The purpose of the Cape Light Compact is to advance the interests of consumers in a competitive electric supply market, including the promotion of energy efficiency. Each participating municipality has a representative on the Compact Governing Board, which sets policy and works with staff, technical and legal support to advance the Cape Light Compact programs.

POWER SUPPLY

Throughout 2011, natural gas prices remained low and relatively stable due to an abundant supply of the fuel. Since natural gas is the primary fuel used to generate electricity in New England, energy prices also remained low throughout 2011. After hitting a peak in 2008, the Compact reduced its rates in 2009, 2010, and again in 2011; reducing rates six straight times over this three year time period. In 2012, the current outlook is for supplies of natural gas to remain relatively stable but with a bias in price to the upside. This bias towards higher prices is due to an anticipated increase in demand for natural gas due to forecasts for a harsh winter in the northeast and a higher demand for electricity. Higher natural gas prices typically result in higher electricity prices.

In 2011, the Cape Light Compact provided energy to residents and businesses in accordance with a competitive electricity supply contract negotiated by the Compact with ConEdison *Solutions*. As of December 2011, the Compact had 5,026 electric accounts in the Town of Eastham on its energy supply.

ENERGY EFFICIENCY

From January to November 2011, rebates and other efficiency incentive programs provided to the Town of Eastham by the Compact totaled approximately $425,975.12 and brought savings to 348 participants of $144,812.40 or about 724,062 kilowatt-hours of energy saved for 2011.

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer "energy conservation" charge ($0.0025 cents multiplied by the number of kilowatt hours used during the month) that appears on each customer's electric bill.

Other Cape Light Compact Efforts Include:

- *Eastham Elementary School continues to be ENERGY EDUCATION WINNERS!* The Cape Light Compact continues to support energy education to the Eastham Elementary school and for the 7th year in a row, classroom teacher Maggie Brown led the energy club students to win yet another national award from the National Energy Education Development project (NEED) for their work in energy outreach to their school and town. These students were also recognized by the Cape Light Compact in an award ceremony at the Barnstable County Courthouse for their efforts to make their community more energy efficient and energy literate.
- Eighteen Low-Income homes were retrofitted for a reduction in energy usage and increased comfort.
- Twelve Eastham businesses took advantage of numerous energy efficiency opportunities available to them. They received incentives of $149,771.64 and realized energy savings of 278,485kWh.

Respectfully submitted,

Fred Fenlon, Eastham Representative

BOARD OF CEMETERY COMMISSIONERS

The current Eastham Board of Cemetery Commissioners was established in June of 2004. Responsibilities include Cove Burying Ground and Bridge Road Cemetery. Both of these cemeteries are in the National Register of Historic Places. Cove might have been in use as early as 1660. Original gravestones in Cove date from 1706 to 1770. There are several nineteenth and twentieth century monuments in Cove to commemorate early settlers who died in the 1600's. Bridge Road gravestones date from 1754 to 1886 with one twentieth century stone.

The Cemetery Commission continued to clean gravestones and reset smaller stones as needed. Most stones require annual treatment with appropriate algicide to prevent lichen growth. Flowers were planted at Cove. Invasive plants on the borders of both cemeteries were kept under control. The Department of Public Works maintained the cemeteries in very good condition with regular mowing and trimming. DPW removed a large, diseased tree from Cove. More tree and brush cutting is planned for both cemeteries.

Visitors to Cove and Bridge Road continued to number more than 1,000 annually. Included were two busloads of Mayflower Society members who toured Cove. They visited monuments to three Mayflower passengers who lived and died in Eastham. These are the only Mayflower passenger grave sites on Cape Cod. A tour of Bridge Road Cemetery was conducted as a fund raiser for the Eastham Historical Society.

Computer analysis results were received for the ground penetrating radar surveys done in 2010. The surveys were funded by the Community Preservation Committee. At Bridge Road there was GPR evidence of a structure in the northeast corner of the cemetery. Also at Bridge Road there were indications of three parallel lines of soil disturbance running from east to west or from front to back of the cemetery for at least 130 feet. The lines of disturbance are about 26' and 38' apart and have been marked with bricks. At this point the meaning of the parallel lines is unknown. At Cove the most interesting GPR finding was a multiple burial consisting of at least ten graves no more than a foot apart near the center of Cove. A report which includes the GPR scans for both cemeteries is available in the Eastham Library.

The Eastham Historical Society has available for sale surveys and maps for both Cove and Bridge Road. The Cemetery Commission has further documented all gravestones in these cemeteries including photographs, conservation history and some genealogical information. This information is available at www.capecodgravestones.com.

Respectfully submitted,

Robert Carlson, Chair
Susanne Fischer
Edmond Harnett

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by the vote of the December 2004 Special Town Meeting in order to adopt the provisions of the Massachusetts Community Preservation Act (CPA) (M.G.L. Chapter 44B). The CPA replaced the Land Bank and is funded by the same three percent real estate tax surcharge leaving the mechanism for funding open space in place while adding a funding source for historic preservation and affordable housing initiatives.

In 2011 the CPC reviews several project proposals and recommended grants for the purchase of a multi-unit affordable housing property, a survey of the town to catalog the historic buildings, a survey of the open space parcels within the town and the purchase of land for expansion of the Cooks Brook Beach parking lot. All of these articles were approved by town meeting.

Applications for CPA funds are accepted throughout the year. The formal process begins in the fall with the announcement of an open hearing. The deadline for applications is normally around December 1.

The CPC is very interested in the exchange of ideas concerning projects that benefit the Town of Eastham and that fit into the categories of Open Space, Recreation, Affordable Housing and Historic Preservation.

Respectfully submitted,

Tom Johnson, Chair

CONSERVATION COMMISSION

In 2011, the Conservation Commission issued 43 Orders of Conditions, 15 Requests for Determinations of Applicability, and 56 Administrative Review Permits regulating work within 100 foot buffer zone of wetland resources. A large portion of these projects were requests for rock revetments. The rise in number and severity of storm events have prompted this increase in requests.

The Commission also saw a rise in large scale projects such as knock-down rebuilds of homes as compared to recent previous years. A site visit was conducted prior to every hearing, where the Commissioners could review the project to make sound decision regarding each filing.

We wish to thank Deputy Usowski together with our clerk Shana Brogan and other members of Natural Resource Department for their hard work and dedication.

The Commission would like to welcome new member Frederick Rollinson to the board, as well as thank existing Commissioners for a productive year.

Respectfully Submitted,

Stephen Smith, Chairman

EASTHAM COUNCIL ON AGING
(AKA) EASTHAM SENIOR CENTER

The Senior Center offers many programs and classes that make it a very busy place. Classes are offered in crafts, needlepoint, aerobics, chair exercise, basic exercise, Parkinson's exercise, bridge, Humanities (book discussion group) and Mah Jongg. Congregate luncheons, available to all who make a reservation, are held on Monday and Wednesday at noon. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Instructional classes are available when a group is interested.

Transportation to medical appointments is provided by our two dedicated drivers, Jamie Peters and Thomas Hawko. Gordon Hollister retired in October after nine years on the job. There is also a shopping van to Orleans on Tuesday mornings for clients who need transportation. This is driven by Robert Gardner, a volunteer. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth and the "Friends" (FECOA).

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Tess McAlpine represents the SHINE program at the Center. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established: a Caregivers support group, a REACH program of volunteers who provide assistance to others on short notice, a yearly Health Fair and other health related programming, as well as Free Friday Flicks.

The Gathering Place (508) 255-6734, a Supportive Day program, operates five days a week in the lower level of the Senior Center. Jillian Benelli, Director, and other staff members provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program.

The Neighborhood Watch program (Triad), sponsored by the Council on Aging, the Police Department, and the Fire Department, has recruited nearly 100 block captains. Dot Reid, Larry and Carol DiBona have an office location at the Senior Center – their long term goal is to have the entire community covered by this program. A telephone tree has been established to quickly notify residents during an emergency. Informational meetings are held quarterly (March, June, September, December) on the first Tuesday of the month. All are welcome.

The travel program of the FECOA (The Friends of the Eastham Council on Aging, Inc.) continues to be of interest to the community. This is due to the on-going efforts of Russ Moehlich and Jeanette Marcucci. Day trips, trips within the United States, and trips internationally are scheduled throughout the year. The FECOA provides additional financial assistance to the Senior Center and its programs whenever the Board of Directors of the COA makes a request. The Senior Center is a better place because of the "Friends" generosity.

Please stop in for a visit the next time you go down Nauset Road. The coffee is always brewing!

Respectfully submitted,

COA Board of Directors

Thomas Hawko, Chairman
Lucile Cashin
Virginia Aldrich
Marjorie Sturm
Carol DiBona
Tess McAlpine
Frances Perkins
Peggy Lynn
Mary Sullivan
Dee Higgins
Pauline McGaughey

CULTURAL COUNCIL

The mission of the Eastham Cultural Council (ECC) is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

Fundraising

The ECC does annual fundraising to provide additional funds for granting or to support council programming. The ECC raises money to support large scale community projects that are not dependent on state funds.

Arts Education

Through various programs and partners we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the town of Eastham and local communities. These programs help kids to perform better academically, develop essential workforce skills and become productive members of our community.

Eastham Municipality

The ECC is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

This year, 2011, the council received Grant monies from the state in the amount of $3870.00. The ECC is scheduled to receive $3870 for the awarding of Grants in 2012 and have nominated candidates to receive Grants for that timeframe.

In addition the ECC is working, on plans for the 2012 "Hands on the Arts Festival" currently scheduled for June 16th and 17th, 2012. Volunteers and new members are always needed and welcomed.

Respectfully submitted,

Jim Alexander, Chairman

ELEMENTARY SCHOOL

Accomplishments

On July 1, 2011, Scotti Finnegan took over as the Principal of the Eastham Elementary School. EES was already a place of great accomplishments and of great expectations that always come with new beginnings. Because of the commitment on the part of this extraordinary community, our budget was healthy and our school on firm ground to continue EES's mission to engage all children in learning and to achieve at high levels. As a result of the Proposition 2 ½ Override, all classrooms have high quality resources and supplies, and a new comprehensive English Language Arts program. The addition of a math instructional specialist was a visionary step on the part of the previous administration and the Eastham School Committee. Through a focus on responsible stewardship of precious funds we are able to provide Eastham's young children with an outstanding education. The new principal's challenge will be to maintain and grow the commitment to quality education and passion for learning that is evident in all parts of this exceptional elementary school.

The Math Instructional Specialist has changed the way we teach mathematics in every grade. This change was not driven by a textbook or program but by opening teachers' and students' minds to thinking mathematically, and asking how do we get to the answer rather than what is the answer. The shift from memorizing and repeating to thinking and learning has changed the professional conversation around math instruction. It has effectively integrated the necessity for learning what we must know, such as math facts, with teaching all students to increasingly engage in mathematical thinking. This specialist also facilitates focused and sustained professional development for all teachers.

English and Language Arts is supported by Imagine It!, our new, comprehensive reading program. Again, through the commitment of the Eastham School Committee and the Town of Eastham, teachers have access to a wealth of instructional materials and resources that extend learning tasks for students who excel while providing appropriate materials for students who are reluctant readers. This resource also supports general science and social studies learning. Since solid professional development was also financially supported, all teachers are effectively implementing all elements of the Imagine It! program.

The arts continue to be the heartbeat of the school. This year a significant number of students are participating in band and chorus. The school is a canvas for the beautiful and joyful art that is created by each student. This year teachers have volunteered to lead a drama club after school and students will perform two plays before June.

Our school library is the hub in the wheel of teaching and learning. Our collection continues to grow and our librarian is, of course, a key member of our learning community. Children know the library is another safe and caring learning place in their school. In the computer lab, the librarian/technology teacher facilitates children's learning that technology can be a powerful tool in their journey to gain new skills and knowledge. This year we purchased IXL a program that children use in the lab and at home to support math learning and monitors individual progress to mastery of math skills.

Two very important positions were fully funded this fiscal year, the school nurse and the principal's secretary. As we continue to see the increase in complicated medical issues among our students, the increase to full time for our nurse was a responsible and compassionate decision. Increasing the secretary's position to twelve months was not only a responsible decision but a necessary one. As the work we do in schools becomes increasingly more data driven, including the federal and state mandated reporting, in addition to all other responsibilities of this position, the work can only be done and done well in the optimum amount of time and with appropriate compensation.

Responsive Classroom is a program at EES that enhances students' social and emotional learning and it continues to be the philosophical basis for how we interact with one another and take on responsibility for our own conduct. Our new Student Council worked with every classroom community to develop school rules and presented them at our All-School Meeting in October. All-School Meetings are held once each month and provide an opportunity for the entire school to gather and share common issues and insights.

During the summer of 2011 many teachers participated in a variety of quality professional development workshops and courses. Teachers also worked on curriculum committees at the district level. Eastham teachers are fully engaged in their own professional development and demonstrate their passion for teaching and learning through their continuous commitment to their professional growth and development. This is another vital area where our School Committee and Town show their commitment to their children by retaining and supporting exemplary professional educators.

One of the many gifts to the Eastham Elementary School is the parents. Eastham parents are extraordinarily generous with their time and support of everything we do. Parent volunteers assist in classrooms, at morning recess, at all special in-school events and anytime extra hands are needed. Open House is truly a community event when all families come to school to celebrate the start of another year. A goal of EES's Visioning Process, was to support after school enrichment. With the help of a parent who started the successful Wellfleet After School Enrichment Program, Eastham parents have initiated our own after school enrichment program called KABOOM!

Priorities for 2012-2013

1. To fully fund all existing staff and programming that directly impacts student achievement.

2. To fully implement the new Common Core Curriculum Standards. To accomplish this we need to continue the work that was started this year in Mathematics and ELA. We must expand our resources in the area of reading and writing, specifically teaching all children how to effectively read and use informational texts, and to be able to clearly communicate what they know in writing. These are the two key areas of curriculum and instruction that must be addressed in 2012-2013.

3 To continuously improve the effective use of technology in the classroom.

ELEMENTARY SCHOOL COMMITTEE

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential.

This is the goal that our committee strives to enhance through sound fiscal budgeting, and the integration of our community resources, both people and places.

Our Charting the Course Visioning Project which started last year, continued into this year with Superintendent Hoffman, and committee members meeting with the 4th and 5th graders, and later with the Parents' Group. The outcome of these meetings led to:

- the Community Garden behind the School last spring
- ongoing development of various after school programs for the enrichment of all students

This school year started with some "new" happenings:

- a new principal- Joann "Scotti" Finnegan, replacing Sue Helman who retired at the end of the last school year.
- a two tiered bus system which led to an earlier start time for our students
- a before school play time to accommodate the earlier arriving students

Committee members participated once again in the Massachusetts Association of School Committees Annual Conference where we learned of the trends that were happening in education at both the national and state levels. This year we look forward to joining our peers from the entire Cape who are members of District 7 of MASC to discuss common areas of concern:

- declining enrollments
- declining availability of fiscal resources

Through maintaining a dialogue with our association members and our stake holders, we believe we will continue to serve the students of our Town to the best of our ability.

Respectfully submitted,

Ann Crozier, Chair

FINANCE COMMITTEE

The Finance Committee meets regularly throughout the year with additional meetings during the first quarter of the calendar year when the town and school budgets are being reviewed. Our meeting format allows any committee member and/or taxpayer the opportunity to question or discuss financial or budgetary issues. Prior to the printing of the Town Meeting Warrant, we review the articles for financial impact and make recommendations on all warrant articles for voter consideration.

Individual member of the Finance Committee may act as liaisons to various departments and committees to keep abreast of ongoing projects and their possible financial impacts to the town.

Respectfully submitted,

Russ French, Chair

FIRE DEPARTMENT

The Eastham Fire Department has completed another year responding to the Fire and Emergency Medical Services needs of the community, as well as code enforcement, and community education programs.

Maintaining services and meeting expectations of the community in the current economic conditions has been a significant challenge that we are all doing our best to work through. I am very proud of the men and women of this department, and their willingness to be active participants in this mission.

The Fire Department continues to pursue "Regional Initiatives" that can support core functions of the department and minimize cost to the town and the community we proudly serve.

We continue to work to maintain and improve the Regional Sheltering program with equipment purchases through grant initiatives that will continue allow for improved service delivery to people in need of sheltering.

Other Regional initiatives include completion of a Regional Dispatch report which has recommended a Cape Wide Regional Dispatch model for all of Public Safety throughout the Cape. This proposed model would appear to be the most cost efficient way to deliver consistent dispatch services throughout the Cape. Public Safety and Town Administration will continue to work together to find an effective way to implement this type of model over the next few years

The Eastham Fire Department along with four other surrounding Cape Fire Departments was awarded a grant that allowed for the design and build out of a backup radio communication system. The work is now in the final phase of completion and will be capable of serving the community for many years to come.

We have had another employee retire from the Fire Department, Captain Jennifer Smith who has worked for the department for 30 years. Jennifer has been an asset to the community, as well as valued and dedicated employee to Public Safety. We all wish Jennifer her best in retirement.

Charles Frazier has been promoted to the rank of Captain. Charlie has 23 years of employment with the Fire Department, and has truly earned the promotion to the rank of Captain. Charlie continues to be a valued employee, and someone who we can all count on in serving the Town of Eastham.

Our newest employee Ryan Callahan, a FirefighterIParamedic has been added to the staff. Ryan comes to us from the Town of Brewster as a call firefighter, and has proven to be a very good addition to the Department.

The Fire Department continues to support and coordinate community programs for all ages that help assist those in need. Programs such as TRIAD, SAFE, Heart Safe Community, Safe Senior, AED initiative and the High School intern program have all proven to be rewarding programs in our community.

None of these programs would be possible without the willingness and dedication of our town volunteers, and the men and women of public safety.

The department continually strives to meet the present and future needs of the community, and deliver the most up to date rescue, fire, public education, and code management as possible.

Your input and suggestions are always welcome.

Respectfully submitted,

Glenn J. Olson
Chief of the Department

Town of Eastham Fire Department 2011 Statistical Incident Summary:

Fire Incidents:

• Fire, other	3
• Building fire	10
• Fire in structure other than building	1
• Cooking fire confined to container	7
• Chimney or flue fire	4
• Fuel burner I boiler malfunction fire	3
• Passenger vehicle fire	3
• Road freight, or transport vehicle fire	1
• Natural vegetation fire, other	2
• Brush, brush and or grass fire	1
• Grass fire	1
• Outside rubbish fire	1
• Outside rubbish, trash or waste fire	2
• Special outside fire	3
Total:	42
• Overpressure rupture from steam (no fire)	1

Rescue & Emergency Medical Services Incidents:

• EMS call, excluding vehicle accident	1203
• Motor vehicle accidents with injuries	36
• Motor vehicle accident without injuries	23
• Search for person on land	3
• Search for person in water	2
• Water & Ice related rescue	1
• Swimming and waterways related issue	1
• Watercraft rescue	3
Total:	1272

Hazardous condition (no fire)

• Hazardous condition other	4
• Combustible/flammable gas/liquid condition	3
• Gasoline or other flammable liquid spill	6
• Gas leak (natural or LPG)	2
• Oil or other combustible liquid spill	3
• Carbon monoxide incident	8
• Electrical wiring/equipment problem	12
• Heat from short circuit	1
• Power line down	7
• Arcing shorted electrical equipment	32
• Vehicle accident general cleanup	2
Total:	80

Service call:

• Service call, other	19
• Person in distress, other	1
• Lockout	2
• Water problem, other	3
• Water or steam leak	7
• Smoke or odor removal	6
• Animal problem, other	1
• Public service assistance	18
• Assist invalid	1
• Unauthorized burning	17
• Cover assignment, standby, move up	4

Good intent:

• Good intent call, other	23
• Dispatched, cancelled en route	15
• No incident found on arrival	2
• Authorized controlled burning	3
• Prescribed fire	1
• Steam, other gas mistaken for smoke	1
• Smoke scare, odor of smoke	4
• Steam, vapor, fog or dust thought to be	1
• Hazmat release investigation with no hazmat	2
Total:	52

False alarm & false call

• False alarm or false call other	12
• Municipal alarm, malicious false alarm	I
• System malfunction	6
• Smoke detector activation I malfunction	41
• Heat detector activation /malfunction	1
• Alarm system sounded due to malfunction	17
• CO detector activation malfunction	14
• Unintentional alarm activation	4
• Smoke detector activation (no fire)	27

• Detector activation (no fire)	4
• Carbon monoxide activation (no CO)	6
Total:	
Severe weather & natural disaster:	153
• Wind, storm, tornado/hurricane assessment	2
• Lightning strike (no fire)	7
Total:	9
Special incident type:	
• Citizen complaint	5
Total:	5
Total incident count:	1764

HARBORMASTER

The 2011 season started off with the department purchasing a new patrol boat with up to date electronics for Rock Harbor. It's a 22' Eastern purchased and used along with the Fire Department. The boat will be used for patrolling and search and rescue in Cape Cod Bay.

All boat slips at Rock Harbor were full again this year and interests in slips at the harbor remain strong with a lengthy wait list. The department issued 280 boat moorings between Cape Cod Bay, Nauset Marsh and Town Cove. Please be sure to check out Eastham's new mooring regulations that were passed by the Selectmen this year. The Selectmen also passed a new regulation this year requiring that boats left at landings must have a permit and be removed by November 15th each year or they will become property of the Town. These regulations can be found on the Eastham Harbormaster website or copies can be obtained at our office.

Hurricane Irene passed over the Cape at the end of August and many people pulled their boats for the storm and brought the end of the boating season for many.

We once again would like to thanks all the people, departments, and agencies that helped contribute to the safe enjoyment of our waters this year.

Respectively submitted,

Michael J. O'Connor
Harbormaster

BOARD OF HEALTH

The MISSION of The Eastham Board of Health is to protect, promote, and sustain the Public and Environmental health of the Town of Eastham. The Board will effect its mission through the Town Health Agent and Staff, and be guided by Local and State Health Regulations. It will monitor and address new and changing health related issues as they occur in Eastham and strive to resolve them in the best interest of the public health. It will advocate for a safe environment, for the reduction of known health risks and for the application of known preventative health measures.

2011 was once again a busy year for the Eastham Board of Health and Health Department. It held 12 formal meetings, addressing 17 requests for variances and 31 reviews for septic system proposals. Eastham's lots remain overwhelmingly NITROGEN sensitive, having both on site water supply wells and on site waste water disposal systems, with many considered to be ENVIRONMENTAL sensitive areas as well, which are held to an even higher standard. New homes, however, continue to be built and renovations of existing homes grow, resulting in a relentless threat to the cleanliness of our water. The board continues to explore new ideas and technologies to help mitigate this threat, while still protecting the property owners right to enjoy and use their property as they wish, not always an easy balance. To this end, 8 additional workshop meetings were held during the year to help the board better understand the many issues effecting the public health it faces.

Additional Public health initiatives sponsored by the BOH this year include:

1. 3565 Pumping reminders were mailed to Eastham homeowners.
2. The EBOH participated in Medical Waste Disposal Day.
3. Three Flu clinics were conducted.
4. The Nauset Regional High School Flu Clinic was operated as an Emergency Planning Drill. Emergency planning includes call down drills and site activation drills.
5. The EBOH participated in Windmill weekend providing Sun Safety Education, Tick and Lyme Disease Education, Blood Pressure screening and water and wastewater education.
6. Continued public support for and concurrence with the results to date with the free Nitrate Water Testing program now completing it's 9th year of analysis. Over 9,555 sample results have been reported to residents and nonresident homeowners.
7. Participation in the development of an action plan for pond remediation which was initiated this year with strong support from the community.
8. The continuation of our rental Inspection program, with 183 inspections this year. This program is dedicated to providing visitors to Eastham with safe, clean, healthy accommodations wherever they choose to stay, and is growing every year.

Jan Shea retired after more then 10 years of dedicated service. She is missed by all. Filling the void left by Jan's retirement, we welcomed Laurie Gillespie-Lee to our team.

The Board wishes to thank Jane Crowley, Health Agent, Susan Barker, Assistant Health Agent, and Laurie Gillespie-Lee, Clerk, for their outstanding service to the Public Health of Eastham over the past year.

Respectfully Submitted,

James Z. Taylor, MD

Chairman, Eastham Board of Health

EASTHAM HEALTH STATISTICS (Calendar Year 2011)

License/Inspection Type	#of Permits	Fee Amount
Septic Installer/Hauler	66	$6,600.00
Refuse Hauler	6	600.00
Motel/Cottage Colony/Inn	25	5,000.00
Food Establishment	50	5,000.00
Milk & Cream	10	250.00
Manufacture Ice Cream	11	550.00
Swimming Pool/Spa	20	2,000.00
Tobacco	8	600.00
Perc Tests	75	6,700.00
Septic Permits	87	8,600.00
Well Permits	69	3,450.00
Variance Requests	15	750.00
Certificate of Compliance	33	825.00
Building Permit Review	28	700.00
Research/Photo/Review		2,003.98
Final Septic Inspections	31	n/c
Title V Septic Report Review	120	6,000.00
Motel/Cottage Colony Inspections	34	n/c
Food Establishment Inspections	120	n/c
Swimming Pool Inspections	49	n/c
RentalInspections	183	n/c
Nitrate Water Quality Monitoring Program:		
FY 2010 WQMP Nitrate Samples	1 ,010 tested	n/c
FY 2011 WQMP Nitrate Samples	852 tested	n/c
Bathing Beach Samples Taken	228	n/c
Septic pumping reminders sent	3,565	n/c
TOTAL FEES COLLECTED		**$49,628.98**

Respectfully submitted,

Jane Crowley
Health Agent

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held nine regular meetings during 2011, including one with the Eastham Old Town Centre Historical Commission (OTCHC) in January. The Commissions agreed to have Kathryn Sette review procedural measures for homeowners who proposed improvements and changes to historical properties in Eastham.

In February, the completed study of Historic Landscapes in Eastham, conducted by graduate students in the Boston University Historic Preservation Curriculum, was presented to the Historical Commission by Eric Dray, professor in the Preservation Curriculum, Sara Korjeff, preservationist with the Cape Cod Commission, and participating graduate students. Special thanks were offered to Mr. Dray and his students for their survey of and recommendations for preserving the town's historic landscapes. Eastham was honored by being chosen as a place that would benefit by and appreciate identification of the landscapes. The survey was done at no cost to the town, and is and will remain a valuable asset in identifying our historic inventory.

In May, the George Abbott Preservation Award was presented to houses owned by Lawrence and Jane Dingman and Martin and Susan McDonald as representative of properties whose owners sought to preserve the historic and architectural integrity of their properties. The award generally is offered annually to applicants who have requested a review of their property as a candidate maintaining the guidelines of the award. The Abbott Award is presented in May, Historic Preservation month.

At the September meeting, two newly appointed members began two year terms on the Commission. Francis Crozier, III and Joan Sullivan succeeded Elisabeth Sandler and Nancy Heller who had completed three successive two year terms.

At the 2011 Town Meeting, a proposal submitted by the Community Preservation Committee (CPC) was approved to allow the Eastham Historical Commission to use up to $40,000.00 of Preservation funds, contingent on approval of a grant from the Massachusetts Historical Commission, to expand the town survey of historic properties. Application for the state grant was in process as the year ended.

Respectfully submitted,

Herbert Skelly, Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The Housing Authority had previously submitted an application to the Community Preservation Committee which was approved for $300,000.00 to be set aside for the future acquisition of additional rental units. The housing authority is actively searching for suitable housing opportunities and is working with the Eastham Affordable Housing Trust to further that goal.

The Housing Authority continues to follow the progress of the Critical Planning Committee for the North Eastham Village Center Concept in regard to the possibility for senior and workforce housing.

Respectfully Submitted,

Edward Brookshire
Bernard Kaplan
Ken Oliver
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee is comprised of 7 members: Carl Lipton, Elaine Lipton, Judy Izikewicz, Elizabeth Phillips, Sue Canaveri, Gordon Major, and Mary Sedlock. We heard requests from, and/or made visits to twelve agencies that serve Eastham. We made recommendations to the Town Selectmen and these will be voted on at Town Meeting in May.

Our work entails consideration of the services(s) provided, the number of Eastham residents served, the amount of other funds the agency has access to, and their own efforts at raising funds.

Our town is fortunate to have a number of service providers, both in town and in the area, and we appreciate their efforts to offer this help. We hope they continue to come to us with their requests and that we can continue to help meet their needs.

Respectfully submitted,

Mary Sedlock, Chair

LIBRARY

The library serves as an active center for the community providing materials in many formats, free internet access and public access computers as well as online databases for news and learning activities. In 2012 the library offered improved wireless Internet 24 hours a day, 7 days a week and downloadable ebooks. Martha Magane retired in May, and new Director Cheryl Bryan started in August. Children participated in a summer reading program with reading goals, educational and fun programming. During the winter months local musicians performed in the stacks on Saturdays, there was a book discussion group for adults, one for children, and a series of movie and book discussions. Common interest groups continue to meet at the library, including a French conversation group, knitters, and a LEGO club for kids. In November the library hosted the annual Turnip Festival at the Nauset Regional High School.

In January the library applied to the Massachusetts Board of Library Commissioners for a construction grant to expand and update the library building. The May town meeting voted approval on the grant submission and to accept the funds of the grant award. The May town election approved the matching funds required as part of the grant award. In July we were awarded a provisional grant award. More libraries qualified for funding than was available to distribute this year so we are on a waiting list to receive the funds when the money becomes available. All libraries that have been placed on the construction programs waiting list have always been funded.

Library statistics for FY 2011:

Staff : 3 full time, 2 part time, 2 summer assistants
Hours open per week: 38
Holdings: 62,340(includes books, video, audio in MP3, cassette, CD, and downloadable formats, magazines, newspapers, museum passes, and electronic databases)
Library Attendance : 70,986
Registered Borrowers: 6,888
Registered Borrowers who are Eastham residents: 2,796
Circulation: 119,534
Interlibrary loans sent out: 16,353
Interlibrary loans received: 16,333
Programs: 270
Attendance at programs: 5,274
Volunteers: 53
Volunteer Hours contributed: 5,540
Children who participated in summer reading program : 180

We thank the many people who contribute through their volunteer services. They check books in and out and return them to the shelves. They tidy the grounds. They perform many behind-the-scenes activities making materials available and the library a pleasant place to visit. Our broad reach is dependent on the strong support the Friends of the Eastham Library have given us year after year.

Respectfully Submitted,

Cheryl Bryan, Library Director
David Payor, Chair, Board of Library Trustees

LONG RANGE PLANNING ADVISORY BOARD

The Long Range Planning Advisory Board is responsible for keeping the Town of Eastham's Local Comprehensive Plan current. This year we completed a review of all of the sections of the LCP and presented the updated plan at a public hearing for comments and suggested changes.

The Local Comprehensive Plan review for this cycle is complete and the Plan has been forwarded to the Cape Cod Commission for their review. With their acceptance, it will be submitted for a town meeting vote in May 2012.

We thank the employees of the Town of Eastham, committee members from numerous committees and townspeople who helped us with this project.

Respectfully submitted,

Tom Johnson, Chair

NATURAL RESOURCES

Our shellfish propagation efforts started in April this year as we purchased 500 bushels of contaminated quahogs that were harvested from the Taunton River through the Massachusetts Division of Marine Fisheries contaminated shellfish relay program. The quahogs were planted out in the Salt Pond, Salt Pond River and Salt Pond Bay and were opened for harvest in September. Eastham was also lucky enough to receive 300,000 seed quahogs in June, 2 millimeter in size from the Barnstable County Cooperative Extension Service that the department grew out over the summer and planted in the Nauset Estuary in October. Eastham shellfish permit holders were once again rewarded with a good oyster harvest out of the Salt Pond River in November, as the Town's propagation efforts were able to raise approximately 25,000 juvenile oysters big enough for harvest. The Town issued 1,743 recreational shellfish permits and 94 commercial permits. We reorganized and updated our shellfish regulations that were passed by the selectmen this year. Please be sure to read and take a copy of the updated regulations before you go out shellfishing this year.

A red tide bloom was seen again this year, as is almost always the case in the Nauset Estuary. Nauset Marsh was closed to shellfishing on May 2nd and reopened June 29th. Staff Biologists from Woods Hole are doing some lengthy studies in the marsh to see if they can prevent the red tide outbreaks from occurring.

A number of dolphins stranded this summer on First Encounter Beach but most were lucky enough to be shuttled to Herring Cove Beach in Provincetown where they were released and swam back to sea.

The department assisted with cleanup efforts after Hurricane Irene passed over the Cape in late August. We were lucky as far as coastal damage goes but many people were without power for almost a week.

We would like to thank all the people, departments and agencies that assisted us throughout the year.

Respectively submitted,

Michael J. O'Connor
Senior Natural Resources Officer

NAUSET REGIONAL SCHOOL COMMITTEE

WE'RE DOING WELL

Serving students in grades six through twelve from the towns of Brewster, Eastham, Orleans and Wellfleet, the Nauset Regional School District has developed a well-earned reputation for excellence. By every available measurement both the Middle School located in Orleans, and the High School located in Eastham, perform among the best in the Commonwealth, and Massachusetts always ranks in the top tier in rankings of the states.

With a wide range of curricular offerings along with high quality programs in sports and the arts, our schools have attracted large numbers of School Choice students from other districts, ranked among the top in state test scores, employed the very best teaching talent available, and prepared a large percentage of our graduates for college success.

WHY WE'RE DOING WELL

Good schools happen when they are supported by the people of their community. Nauset Regional has consistently received that support

The voters of our communities want a strong educational program for our children and youth. This was clearly indicated by two rounds of voting in the past year in each of the four towns. Our funds for the past few years had not increased at the rate of costs, and the School Committee had reduced programs and staff to keep costs as low as possible. This year the School Committee found there was no place left to make reductions that would not be unacceptably harmful to the educational program, and chose to ask voters for a budget override. The added funds were overwhelmingly approved despite difficult economic times. Clearly, voters placed education at the top of their priorities.

During this past year the State made available competitive "green" funds for energy efficient roofs, boilers and windows. Since Nauset Regional High School has had little upgrading since its construction in 1971, and roofs were beginning to leak, the School Committee made application for some of those monies. Roofs, windows and doors were examined by the state School Building Authority, and Nauset District was approved for a grant of $2,423,070, which was 37.32% of the estimated total cost. The grant was dependent upon voters approving the remainder of the funds. This was such an important project, and the window of opportunity so small, the School Committee voted to fund Special Town Meetings and the following Debt Exclusion votes at the polls, for those towns not already planning fall votes. Again, voters in all four communities agreed with this priority, passing all eight measures.

WE CONTINUE TO WORK TO IMPROVE

Joining with the four elementary school committees, we have begun a new look at Strategic Planning for the future. Long-range planning is a multi-year process, and citizens will be asked to participate as we continue to refine our Mission, Core Values and Goals.

Thus far, the five school committees have defined five STRATEGIC PLAN THEMES:

- Student Learning
- School Culture and Climate
- Communications and Community Partnerships
- Leadership and Organizational Management
- Education Funding and Sustainability

Please consider participating when the Districts announce an opportunity for public input.

Recognizing that all public schools have continuing problems with adequate funding, the Nauset Regional School Committee has formed a committee to consider the issue directly. The Sustainability Committee was created by invitations to the four Boards of Selectmen and four Finance Committees to send representatives to participate along with School Committee members and Administrators. The fledgling group is broadly representative of the leadership of the towns, and members are determined to seek out solutions to this complicated issue. Once again we are fortunate to live and work in communities that value public education

Respectfully submitted,

Dr. Frank Cummings, Chair & Brewster Representative
Ed Brookshire, Eastham Representative
Sarah Blackwell, Eastham Representative
Nauset Regional School Committee

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Old Town Centre Historical District Commission was formed under the provisions of Chapter 40C. Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law and was adopted at the Eastham Town Meeting in 1986.

In 2011, the Commission heard the following applications for a Certification of Appropriateness:

> OTC - 2011-01 Brian Seppala of BMS Contracting, Inc., for Edward Johns, owner, seeks approval to demolish existing barn and reconstruct accessory building at Salt Pond Road, Eastham, MA.
>
> *Certificate of Appropriateness* ***denied***.
>
> OTC - 2011-02 Edward Johns, owner, of Marblehead MA (Rep. Brian Seppala) seeks to remove existing barn and rebuild same looking structure in same footprint on property located at 20 Salt Pond Road.
>
> *Certificate of Appropriateness* ***approved***.

Respectfully submitted,

Jane Fischer, Chair

OPEN SPACE COMMITTEE

The Open Space Committee continued to review available Eastham properties for use as open space. All properties reviewed were rejected because they lacked size or importance to the community. We spent much time discussing the resident petition to reclassify Sandy Meadows in North Eastham to be for open space /recreational use. This request was approved at Town Meeting and added Sandy Meadows to open space areas for residents and visitors.

In an effort to organize Eastham properties classified for open space or conservation, the committee applied to CPA for funding. The project to analyze all Eastham property records and establish a database of this information was approved. This project should be implemented during 2012, giving the town access to much needed information. Other requests for State funding were not accepted.

Our committee accepted the non-renewal of member Bob Mumford. His dedication and efforts were extremely helpful to the committee. We are thankful for the assistance from the Natural Resources Officers in maintaining our open space areas in order to comply with the Open Space and Management Lands Plan. The 1651 committee was also instrumental in planting and maintaining native species in Wiley Park.

Lastly, we thank the many volunteers and walkers who help to keep our open space areas safe, attractive and pleasant places to enjoy.

Respectfully submitted,

Frank Dobek, Chair

PLANNING BOARD

2011 was a highly productive year for the Eastham Planning Board. In June, at term's end, Chairman Michael Cole was succeeded by Daniel Coppelman. Michael was elected Vice Chairman and Tom Johnson elected Clerk. Craig Nightingale has returned as a Board Member after completing a one year hiatus. In addition, Leon Verrone was appointed as a regular member with Robert Smith and Marc Stahl appointed as alternates. Long term member Leslie-Ann Morse had completed her third consecutive term finishing her maximum term of service on the Board. The Planning Board would like to thank Leslie for all her hard work and years of service. We will miss her legal expertise, her direct approach and her vast knowledge of the Town's history.

In January, Patrice Carson became our new interim Planner. Patrice brings to the Town extensive planning experience. Her dedication and hard work has made her a wonderful asset to the Planning Board, Zoning Board of Appeals and the Town in general.

The Planning Board acted on a total of 13 applications during this past year, as listed below, with 12 endorsements/approvals, 1 withdrawals and 0 denials:

7 Residential Site Plan Reviews
0 Waiver requests
2 Special Permit requests
3 Approval Not Required Plans
0 Preliminary Subdivision
0 Definitive Subdivision Plan

The Board of Selectmen asked the Planning Board to write a new Sign Code and to revise the Local Comprehensive Plan. The Board completed these writings which will be presented at the 2012 annual Town Meeting.

In order to complete these tasks, the Board scheduled 12 work sessions throughout the year in addition to the regular monthly meetings. I feel particularly fortunate to be the chairman of such a fine group of talented members.

The Board remains committed to providing the Town with quality and responsible service by members who are dedicated to needs and goals of the Town.

Respectfully submitted,

Daniel P. Coppelman, Chair

POLICE DEPARTMENT

This year brought many changes and advancements to the Eastham Police Department.

In November of this year, Officer Ryan Daigle and Officer Marco Dicarlo were sworn in as new officers for the department. They are attending 22 weeks of Academy training in Plymouth and will be ready for patrol duties in the Spring of 2012. Sergeant John Pierpont retired in December after 34 years of dedicated police service to the town. In February of this year the department went on line with a brand new computer software program which has completely automated the dispatching and report writing function for the department. It will also allows for expanded data sharing amongst Cape Cod Police Departments and greater abilities through each in car computer which will lead to enhanced service to the public.

The department continues to emphasize excellent customer service to its residents and to that end now offer accident reports on-line through the town web site. This is especially helpful for our many tourists who are often not available to personally appear for report pick-up at the department. I have emphasized the need for continued growth in this area as we look to improve on our varied services and technology.

Traffic and traffic related issues continued to be a primary mission for the department and to that end the Eastham Police Department was awarded our 11th American Automobile Association Award signifying **no pedestrian fatalities** for the 11th year. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. These grants are awarded to pursue drunken driving enforcement, seat belt use, as well as all other general traffic violations. Officer Mungovan was recognized by MADD for her outstanding work related to enforcement and education of Drunk Driving Laws and education during this past year. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and Incentive grants the Dispatch Center continues to see improvements and upgrades as well as enhanced training for our 911 Dispatchers.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on aging and Eastham Public Safety (Police & Fire / Rescue). Co-Directors Larry Dibona and Dot Reid along with many volunteers do a wonderful job with this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent over 2,150 residences in town. Volunteers continue to monitor residences and businesses whose street numbers are not up to standard pursuant to our town by-law which mandates they meet a 4" minimum size standard. Please check your numbers to assure they are up to standard. We can only help you if we can find your residence, please help us help you. Neighborhood Watch conducts weekly meetings on Mondays from 9:00 – 12:00 p.m. at the Council on Aging.

Our Animal Control Officer Diana Back is available to address any Animal Control issue including dog violations relating to leash violations, licensing violations and any other dog or animal issues of a nuisance or a vicious nature. Officer Back works with the Animal Advisory Committee to address issues before they become more serious issues for the community. If residents would like additional information about Animal Control issues, they can contact Officer Back at 508-255-0551.

In September of 2011, Officer Back was also assigned as the School Resource Officer for the Nauset Regional School District with her position funded through the School District. Officer Back works with school officials to deal with police related issues in the schools, provide education on laws, drug awareness and the dangers of alcohol abuse. She also works to create a positive relationship with the young people of the region by forging day to day personal relationships between the Police and the youth by promoting a better understanding of the Police role in the community. In addition she assists with general school safety issues and assists with the organization of the Emergency Lockdown Drills as well as assist School administration with general Emergency Planning.

Other Community programs include our daily reassurance program to those Eastham Seniors who want daily communication with our department to assure their well being. We also provide Child Safety Seat Installation assistance for proper installation of Child Safety Seats in all vehicles. Officer Kate Mungovan is specially trained in these installations and will assist any resident with the proper installation of these life saving child seats. She can be reached at our regular number for an appointment. The department also offers the checking of vacant houses with the program "Operation Housecheck." Any resident who is interested in having their vacant home checked by the Police Department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be acquired through our website @ eastham-ma.gov and click on Emergency Services.

I look forward to continuing our committed service to the Town of Eastham in 2011 **"In Partnership with Our Community"**

Respectfully Submitted,

Edward V. Kulhawik
Chief of Police

TOWN REPORT 2011 FOR POLICE DEPARTMENT

COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Assault	4
Arson	0
Assault/Deadly Weapon	1
Assault/Battery	6
Attempted Burglary	7
Burglary/Force	16
Burglary/Non-Force	9
Burglar Alarms	237
Larceny	117
Larceny/Motor Vehicle	1
Unauthorized Use/Motor Vehicle	0
Fraud	6
Identity Theft	3
Counterfeiting/Forgery	2
Vandalism	53
Weapons Violation	0
Sex Offense	1
Narcotics Violation	4
Narcotics Investigation	10
Protective Custody	10
Harassment	36
Trespassing	32
Missing Person	17
Lost/Found Property	223
Town Bylaw Violation	62
Dead Body/Death	3
Suicide	1
Illegal Trash Disposal	11
Warrant	17
Suspicious Incident	187
Civil Dispute	65
Domestic	67
209A Violation	16
209 A Service	48
Abandoned Motor Vehicle	3
Miscellaneous Traffic	256
Hazard	12
Minor Accident	74
Animal Complaint/Investigation	216
Summons Served	52
House Check	304
Business Check	4358
Directed Deterrents	3105
Lock Out	34
Escort	12

Fingerprint Person 31
Noise Complaint 126
Assist Resident 189
Assist to Police Dept. 237
Assist Motorist 22
Transportation 64
Message Delivery 87
Assist to Motorist 22
Disabled Motor Vehicle 139
Reassurance Check 211
Well Being Check 127
Hunter Complaint 3
Miscellaneous 313
School Incident 15
School Services 50
Assist Fire Dept. / Rescue 603

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops 2590
Major Motor Vehicle Crashes Major 109
Motor Vehicle Initiated Arrests 10
OUI 29
MV Complaints 53
Truck Enforcement 106

GRAND TOTAL OF All SERVICES 15,663

911 Call Volume 2278

TRAFFIC ENFORCEMENT

Motor Vehicle Warnings 1397
Civil Infractions/Complaints 466

REPORT COPIES/FIREARMS PERMITS

Copies of Reports 262
FID Cards 5
Pistol Permits 62
Machine Gun Permits 2
Dealer Permits 2

PUBLIC ACCESS COMMITTEE OF EASTHAM (P.A.C.E.)

In 2011, progress was made in all areas of concern to P.A.C.E. Members contributed information for the brochure that lists all accessible public buildings in Eastham and the updated edition was disseminated throughout the town. Through the cooperation of Frank DeFelice, the Building Inspector who is also the ADA Coordinator, information about Universal Design was provided to those involved in new construction and renovations to promote accessibility in private homes as well as public buildings. Improvement was made on the issue of ramps and designated parking places.

Communication has increased through e-mail and presentations at meetings by interested parties. Among these were Neighborhood Watch, Nauset Neighbors, the Library Committee, the 211 Service, CORD, the National Seashore, the Chamber of Commerce and the disability committees of other towns on the Cape. P.A.C.E. was present for the Chairmen's Open House on June 4. On July 12, members participated in the Grand Opening of the Cook's Brook Beach bathhouse and the orientation of beach attendants. Publicity of this event generated favorable reactions from several surrounding towns. There was particular interest in the beach wheelchairs and Mobimats that the Committee has continued to recommend to the Board of Selectmen.

P.A.C.E. has had continued cooperation from Frank DeFelice, Building Inspector, Mark Powers, Beaches and Recreation, and Aimee Eckman, Selectmen Liaison. Together they have helped increase awareness of the needs and rights of the disabled in Eastham.

In October, David and Peg Kern submitted their letters of resignation to the Board of Selectmen. They have been the motivating force behind this Committee since its inception, David serving as Chair and Peg as Secretary for most of their 17 years on P.A.C.E. They have made immeasurable contributions in raising awareness of and by fighting for compliance to the laws established to protect the disabled. At the start of their service only 15 percent of buildings in Eastham were accessible. This year it is 85 percent. Their dedication and contributions to the cause have served as an inspiration to this Committee.

The year began with a lack of a Chair. Over the course of the year members took turns chairing the meetings. Then, at the last meeting of the year Lori Hovenstine was chosen to take over this position.

Respectfully submitted,

Lori Hovenstine, Chair

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and the operation of the transfer station. The DPW provides assistance to Police, Fire, Natural Resources, Building, and other departments when skilled labor, trucks, and heavy equipment are needed.

Projects accomplished by the Public Works Department:

1. Roads: Various roads crack sealed, patched and prepared for resurfacing;
2. Met with developers and engineers for review and approval of various plans and construction;
3. Brushing and reshaping of shoulders on various roads;
4. Maintaining, cleaning, and replenishing sand on all beaches along Cape Cod Bay, maintaining all Town landings and replacement of pavement washed away by storms;
5. Review of Keyspan/National Grid and Verizon Street Opening Permit requests for conformance with regulation;
6. Petition hearings, revisions, and approvals of utility companies' plans and improvements;
7. Inspection of private roads which have been petitioned for acceptance by the Town as public ways;
8. Maintaining and cutting all grassy areas on Town-owned properties;
9. Snowplowing, salting, and sanding of all Town roads; (It should be noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by the Department of Public Works and Natural Resources Department employees.)
10. Reviewed subdivisions and site developments for other boards and departments;
11. Installation of a new bath house and septic system at Cooks Brook Beach;
12. Restoration of Sunken Meadow Salt marsh by removing an old cranberry dike;
13. Drainage improvements installed at Thorne Road;
14. Worked with the Police Dept to implement safety improvements at two intersections.

Current Projects Under Design/Planning/Construction:

Herring run and storm water improvements at Herring Brook Rd. at Bridge Pond under design

1. New culverts under Herring Brook and Cole Road
    - Elimination of storm water discharge to the herring run
2. Ellis Road under design
    - Road to be raised to minimize flooding;
    - Elimination of a storm water outfall pipe into town cove;
3. Route 6 storm water discharge to Salt Pond: drainage improvements under design;
4. Dyer Prince Marsh Restoration: a replacement for an undersized deteriorated culvert is under design.

Respectfully submitted,

Neil Andres, Superintendent

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

New Recreation Programs and Special Events:

- February and April Vacations 2011 were jam-packed with bowling and pizza, a trip into Boston for Disney on Ice, a matinee movie and an afternoon picnic lunch at Wiley Park and lots of ice skating!
- Summer 2011 kicked off with Dinner at Arnold's! Thank you very much to Arnold's for their generosity! The summer was then full of new programs and events...Family Paddle Board Lessons with Pump House Surf Shop, Family Dollar Nights, Pick-Up Baseball, Pick-Up Softball, and Flag Football.
- The months of October, November and December were filled with after-school field trips! Eastham Rec played mini-golf and tennis, went swimming, climbed rock walls, ate ice cream and pizza and road tripped to Hyannis for the day!
- Santa stopped by and spent an evening with Eastham Recreation! Thank you very much to Judy Cannon at The Town Crier for hosting Santa!

Continual Recreation Programs and Special Events:

K- 6th Basketball	Swim Lessons	7th Annual Egg Hunt
Middle School Basketball	Swim Team/Meets	6th Annual Pumpkin Party
High School Basketball	Summer Basketball	6th Annual Duck Race
Adult Basketball	Summer Soccer	3 v 3 Basketball
Winter Tennis	Summer Rec Program	Annual Skate Night
Baseball	Summer Tennis	Annual Disney on Ice Trip
T-Ball	Beach Volleyball	Off-season Swim at Willy's
Softball	Fall Soccer	Red Sox Tickets
Jump Rope	Field Hockey	Sports Clinics

Beach Information - The Recreation and Beach Department manages bayside beaches and ponds in Eastham and is also responsible for a section of the parking lot at Nauset Light Beach. This section is reserved for Eastham Taxpayers and opens July 1st. The department also oversees the seasonal operation of the Sticker Office where both Taxpayer Beach Stickers and Visitor Beach Stickers are sold.

Thank you! - Eastham recreational sports and special events would not exist without the help and support of volunteer coaches, chaperones, parents, guardians, friends and fans! A very special thank you goes to the participants of our programs, your enthusiasm and sportsmanship does not go unnoticed!

The Recreation Commission meets the second Wednesday of the month at 7:00pm in the Recreation and Beach Building. All meetings are open to the public.

Respectfully submitted,

Frank Dobek
Robert LaBranche
Edward Jordan

SEARCH COMMITTEE

Changes in the Search Committee's Charge were put into action with the first Chairmen's Meeting in May. The chairmen of all committees, boards and commissions were invited to a Saturday meeting at Town Hall. A Power Point presentation highlighted the results of a chairmen's survey and explained the new procedure for interviewing volunteer applicants. The following week an Open House invited the town residents to meet all committee chairmen and to file applications. The Search Committee also exhibited on the Windmill Green on Windmill Weekend. Results from all three events were successful and will be repeated in 2012.

Respectfully submitted,

Robert Smith, Chair

1651 FOREST ADVISORY COMMITTEE

In 2011 the Forest Advisory Committee, assisted by the Natural Resources Department and the Friends of the Eastham 1651 Arboretum, worked on further updating the 1651 Forest Planting Summary and Planting Map, a spring planting and plant maintenance issues.

In the spring, the always-willing Friends successfully planted a stand of fifteen white cedar trees along the south side of the Wiley Park entrance road. These plantings, along with recent shrub (inkberry, blueberry) and tree (mockernut) specimens have all been doing very well. The Committee wishes to thank the Friends for all their efforts, which included several maintenance sessions for weeding and removing invasive plants (briars, etc.) to assist the healthy progress of the plantings.

Natural Resources liaison Officer Mike O'Connor and Officer Rachel Hutchinson have been most helpful in marking sites for the new plantings and updating GPS location information for all specimens. A new, more accurate GPS unit provides better location information to assist future generations in following through with the ongoing 100-year 1651 Forest Project (now ten years into the plan).

The Forest Advisory Committee is continuing to update the 1651 Forest Planting Summary schedule and map. Under consideration are plantings on the north side of the Wiley Park entrance road. A spring planting of additional spicebush and inkberry is planned.

Our Board wishes to express its sincere thanks to retiring member, Rosalyn Kaplan, for her many years of dedicated service with the Forest Advisory Committee.

Respectfully submitted,

Steve Gulrich, Chair

SUPERINTENDENT OF SCHOOLS

First and foremost, on behalf of all the students in the Nauset Public Schools, let me thank you for supporting the Proposition 2 ½ Override in May 2011 which provided the schools with many needed resources including technology, instructional supplies and staff positions which would have been cut without your support. Your affirmative vote in fall 2011 to pay for the Green Repair Project at Nauset High School is also greatly appreciated, especially in these difficult economic times. Thanks to your generosity and a $2.4 million grant from the State, we will be able to replace our 40 year-old drafty windows and our failing roofs thus protecting this important regional asset long into the future.

At Eastham Elementary School (EES), our 2011 MCAS scores were again well above the State average. Scores remained high in most grades and subjects with the highest scores in Grade 5 English where EES ranked #64 out of 879 schools in the State! When school opened in September 2011, teachers began work to align our curriculum with the new "Common Core Standards" that have been adopted in Massachusetts. These new standards will continue our mission to provide a rigorous foundation of skills for our elementary students. EES is also a place where our students' creativity is promoted and celebrated through our outstanding music and art programs. EES is also very proud of our long tradition of bringing the community into the school and the students out into the community through wonderful partnerships with the Recreation Dept, the Eastham Historical Society, and the National Seashore to name just a few. Volunteers abound at EES and we appreciate the time, passion, and helping hands that our community friends share with us.

Student achievement at Nauset Middle School and Nauset High School continued to receive the highest rankings on State testing. For example, Nauset Middle School ranked #51 of 468 schools in Grade 8 science; Nauset High School ranked #26 of 346 schools in Grade 10 science. One area we gave special attention to in 2011 was mathematics instruction. Our new emphasis is on ensuring that students understand the underlying concepts in mathematics, not just getting the correct answer. Teams of teachers are working together to energize these efforts and to bring new resources to our classrooms through technology. The Regional Schools' annual capital plan will now include funds to replace outdated technology and other tools to prepare our students for the 21st century. As we look to the future it will not be long before textbooks are obsolete and most instruction and homework will be done "on-line." It is critical that our students have the tools and the skills to succeed in our global economy.

Two new initiatives were launched in 2011 – Health and Wellness and Two Tier Bus System. The new Health & Wellness policy is Nauset's response to the growing problem of childhood obesity. The policy and the programs we will create will help students to better understand the health impact of their diet and life style choices. Components include: nutrition education, physical activity, revamped lunch menus, healthy ideas for snacks and celebrations, and mini farms at the schools to provide fresh vegetables in the cafeterias. The Two Tier bus system was implemented in recognition of the research that shows that high school students need more sleep and should start school later in the day. Our program switched the opening of Nauset High from 7:25 AM to 8:35 AM. Teachers and students at the high school report very positive effects from this change. However, the plan needs fur-

ther review next year as it cost more than anticipated and some parents feel the new start time for elementary students is too early.

Your schools are also proud of the fact that we continue to offer our students opportunities to learn and grow through art, music, drama, foreign language, physical education, sports, and extra-curricular activities. While some schools have responded to the economic crisis by eliminating these programs, Nauset and EES have continued to advocate for the richest learning environment that we can afford as education is the cornerstone of all of our futures.

Our schools are not just for our younger residents. They are for our entire community and as such, I invite you to become involved and support our efforts to provide the best education we can. After all, today's students are tomorrow's leaders who will use their years of education for the betterment of our world.

Please feel free to contact me at any time. My door is always open to you and I invite you to share your thoughts and ideas with me. I am honored and privileged to be your Superintendent of Schools.

Respectfully submitted,

Richard J. Hoffmann, Ed. D.
Superintendent of Schools

TOWN OF EASTHAM

ANNUAL TOWN MEETING WARRANT

AND FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

7:00 P.M.

MAY 2, 2011

NAUSET REGIONAL HIGH SCHOOL AUDITORIUM

ANNUAL TOWN ELECTION

MAY 17, 2011

POLLS OPEN 7:00 A.M. - 8:00 P.M.

EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA

FOR COPIES OF THIS WARRANT IN LARGER PRINT OR ON TAPE, PLEASE CALL 508 240-5900.

Also available on the town website
www.eastham-ma.gov

Please bring this warrant to Town Meeting

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FINANCE COMMITTEE REPORT

The role of the Finance Committee varies from town to town based on the town charter. The Commonwealth of Massachusetts allows for a range of activities and responsibilities. The statutory requirement of a finance committee is to provide the citizens of the town recommendations on articles presented in the town warrant at the time of the annual town meeting.

The Finance Committee plays an important part in assuring the voters of the Town of Eastham that the town is acting prudently in the preparation of the town budget and the warrant articles presented to Town Meeting. Our recommendations are based on information gathering, inquiry and discussion with various Town officials and consideration and debate at the Finance Committee meetings. Finance Committee meetings are posted and open to the public.

The structural imbalance between revenue and expense has affected all Cape towns. Costs beyond our control and reduced state aid have put substantial pressure on our budget.

Two items in the warrant this year received special attention from the Finance Committee:

1) The Town's regular operations will require the passage of an override, which is included on the ballot. The Finance Committee agreed with the Selectmen that the Town's expense budget is "at the bone" now, and that any further cutbacks in spending will have a negative impact on services and education.

2) A second ballot question is for a debt exclusion to allow the construction, renovation and expansion of the library. The Finance Committee voted unanimously to recommend approval of both items by Town Meeting. The Finance Committee believes the Library project, as presented, is the best long-term option to support continued operation of the Library to the benefit of the Town.

Last year at Town meeting the voters requested the state allow by local option the expansion of the Room Occupancy tax to include single-family home seasonal rentals. Such an expansion could raise an estimated $500,000. That has yet to be approved by the State Legislature.

In conclusion, the Finance Committee believes the budget and articles as recommended by the Committee represent a reasonable and prudent budget for the Town, maintaining adequate town services, public safety and the quality of education.

Respectfully submitted,

Randy Smith, Chair
Russ French, Vice Chair
Nan Balmer
Susan Beyle
Steven Cole
Brian Eastman
John Knox
William (Gary) Krum

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium, Monday, the second day of May, Two Thousand and Eleven, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the seventeenth day of May next, then and there to elect the following Town Officers:

Moderator	One three-year term
Board of Selectmen	Two three-year terms (vote for two)
Treasurer/Collector	One three-year term
Town Clerk	One three-year term
Library Trustee	One three-year term
Housing Authority	One five-year term (vote for one)
	One one-year unexpired term (vote for one)
Elementary School Committee	Two three-year terms (vote for two)

And to act on the following questions:

QUESTION 1

Shall the Town of Eastham be allowed to assess an additional $500,000 in real estate and personal property taxes for the purposes of operating the municipal government and public schools, for the fiscal year beginning July 1, 2011?

QUESTION 2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so called, the amounts required to pay for the bond issued in order to prepare plans, bidding documents, constructing, originally equipping and furnishing additions and remodeling, reconstructing and making extraordinary repairs at the Eastham Public Library?

POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **$1,200** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:
This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:
All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE: RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 3

To see if the Town will vote to reauthorize the Council On Aging/Lower Cape Adult Day Center Revolving Account, through the Town Accountant's office, in accordance with G. L. C. 44, § 53 E ½ to be expended under the direction of the Council On Aging Director in order to place anticipated revenues collected from program income which shall be used to further the operation of programs under the Council On Aging, and to establish the limit on expenditures from said account for Fiscal Year 2012 at **$7,000;** or take any action relative thereto.

By Board of Selectmen

Summary:
This revolving account is required in order to receive and disburse funds generated through programs supported by the revolving fund such as educational and cultural programs and health and fitness programs. The Council on Aging Director will manage this account.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority vote required)

ARTICLE 4

To see if the Town will vote to reauthorize the Recreation Bottles and Cans Revolving Account, through the Town Accountant's office, in accordance with G.L. C.44, § 53E ½ to be expended under

the direction of the Recreation Director in order to place anticipated revenues from the collection of bottles and cans, which shall be used to further the operation of programs under the Beach and Recreation department, and to establish the limit of expenditures from said account for Fiscal Year 2012 at **$10,000**; or take any action relative thereto

By Board of Selectmen

Summary:
This revolving account is required in order to receive and disburse funds generated from the collection of bottles and cans by the Recreation Department.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority vote required)

ARTICLE 5

To see if the Town will vote to reauthorize the Home Composting/Bin Recycling Revolving Account, through the Town Accountant's office, in accordance with G.L. C 44, §53E ½ to be expended under the direction of the Board of Selectmen or their designee, in order to place anticipated revenues collected from the sale of compost bins which shall be used to purchase additional compost bins, advertise the availability of such bins, or undertake recycling related activities and to establish the limit on expenditures from said account for FY2012 at **$5,000;** or take any action relative thereto.

By Board of Selectmen

Summary:
This account is necessary to accept receipts from the sale of composting bins obtained by state grants or otherwise, which may be used to purchase additional compost bins or other items to enhance town-wide recycling efforts.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority vote required)

ARTICLE 6

To see if the Town will vote to authorize the creation of a Vehicular Fuel Sales Revolving Account, through the Town Accountant's office, in accordance with G.L. C 44, §53E ½ to be expended under the direction of the Board of Selectmen or their designee, in order to place anticipated revenues collected from the sale of fuel to other municipal entities which shall be used to purchase additional fuel as necessary and to establish the limit on expenditures from said account for FY2012 at **$30,000;** or take any action relative thereto.

By Board of Selectmen

Summary:
This is a new account to facilitate the sale of bulk gasoline and diesel to the school district or other municipalities, without such storage and bulk buying capability. The receipts from those sales will be used to purchase fuel. When fuel is sold to others, the payments will be deposited in this revolving fund, and used to purchase fuel.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority vote required)

ARTICLE 7

To see if the Town will vote to accept the provisions of G. L. C.71, §16B, which would reallocate the sum of members towns' contributions to the Nauset Regional School District in accordance with the

Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2013; or take any action relative thereto.

By Nauset Regional School Committee

Summary:
This article will apportion the Nauset Regional School Assessments for FY13 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last ten years by town meeting vote.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority vote required)

ARTICLE 8

To see if the Town will vote to transfer from Article 7 May 4, 2009 the unexpended sum of **$97,294** (Eastham's share of the capital improvements and equipment replacement expenses for the Nauset Regional School District) originally slated for boiler replacement at the Nauset High School exclusively to other capital improvement projects which include technology at Middle and High Schools, replacement of windows, purchase of musical instruments, driveway paving, emergency PA system, Central office repairs, and boiler controls at the Nauset High School; or take any action relative thereto.

By Nauset Regional School Committee

Summary:
The original capital plan included in 2009 Eastham Spring Town Meeting Warrant called for the replacement of the entire boiler plant at the Nauset High School. Upon further study and review by second party architect/engineers, it was determined that only the boiler controls would need to be replaced at a greatly reduced cost. The Nauset School Committee subsequently voted a new capital plan that dispersed the capital funds to other projects (shown above) previously on hold. This article allows the funds to be released in order to pay for those completed projects.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(*Majority vote required*)

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$90,161** for Eastham's share of capital improvements and equipment replacement expenses including but not limited to, technology upgrades at the middle and high school, roof replacements and repairs, flooring replacements, door and window repairs and upgrades, interior and exterior painting, and as shown on the multi-year capital improvement plan for the Nauset District; or take any action relative thereto.

By Nauset Regional School Committee

Summary:
This is a continuation of the capital funding process designed to mirror the capital planning process used by most member towns. The school committee adopts the full five-year plan each year and the single year funding request is forwarded to the town for inclusion in the warrant. The items identified for acquisition this year are listed above. The total cost of all the above projects is $459,000.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$10,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:
Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This money is used primarily for salaries. The Town continues to provide maintenance services and utilities to this town owned property.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0-1
(*Majority vote required*)

ARTICLE 11

To see if the town will vote to appropriate and transfer the sum of **$10,000** from Fiscal Year 10 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Map at the Info Booth, $1,000, Christmas Lights/banners $1,000, Flower Island support $500, Summer concerts, $5,500, and Brick work on Green $2,000; or take any action relative thereto.

By Visitor Services Board

Summary:
This is an annual article to fund activities of the Visitor's Services Board, which enhance and promote tourism in the Town.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **$19,874,952** and further that a portion of said appropriation shall not take effect until after a positive vote to exempt from the limitation on taxes under Chapter 59, Section 21C, (proposition 2½) and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **$2,500** to the Library, line item 70; or take any action relative thereto.

By Board of Selectmen

Summary:
This article is the annual municipal and school operating budget. This budget as presented cannot be funded with available resources, and therefore requires a Proposition 2 ½ override of $500,000. This amount, however, allows for the full funding of Article 12 and all subsequent articles requiring money to be raised under the levy limit. The last general override request to the Town was in 2003. That request was for $800,000. It covered the loss in state revenues at that time as other priorities squeezed down the amount the state had available for local aid. In FY02, the town received $565,608 in local aid payments from the state. By FY09, the amount received was $188,534. This $377,074 reduction between FY02 and FY09 represents a 200 percent decline in local aid. State revenues to the town are not expected to recover anytime soon. Therefore, while nearly $400K in revenue was lost, costs continued to increase in all areas, especially in fuel, electricity, materials and supplies, creating

a funding crisis. In FY03, the town passed an $800K override to sustain the schools and the municipal operating budgets. In FY04, the town passed another operating override in the amount of $125,000. For the last seven years, the town has not had an operating override. Several debt exclusions have been for specific capital projects such as the elementary school renovations, rebuilding the fire station, and transfer station improvements.

The town has sustained itself by using some cash reserves and by cutting budgets and reducing staffing levels. The town departments continue to offer a full range of services. Efforts to gain efficiency without additional expense have included reorganization of departments and duties, reshaping of programs or operations and a flexible and accommodating staff. Examples include: the closing of the shellfish hatchery operated by the natural resources department, and reshaping that activity to focus more on "grow out" of young shellfish stock to harvest size and the utilization of shellfish relay programs. The change while saving money, did not adversely affect the resource availability. In fact, the change has resulted in increased numbers of shellfish available to the public and a greater variety of shellfish. At the transfer station, recycling of valuable metals has created a revenue stream which was previously unavailable. County wide purchasing and bidding has added items that save the town money in two ways: first, the work of preparing, evaluating and opening bidding is shifted to the county, and secondly, lower bids are received when the contractor is offered a larger base of materials or clients.

In the last five years, the town experienced several staff changes as personnel retired. In some cases the positions have not been filled, or filled as a part-time position instead of as a full time position. Those cost savings support existing programs, staff and operations. Some of those positions not filled include the assistant town administrator; natural resources officer; town planner; two police officer positions; clerical assistant in planning; a shared assistant in treasurer and assessing; and a position in the Adult Day Center. The Town Accountant position is currently part time. We are making better use of software and have developed policies and procedures to streamline processes in that department, and still meet all statutory reporting dates and provide support to department managers. We have also reduced summer help in some areas. The use of contracted services for certain activities and the contracts related to those services has been reviewed. Additionally, the staff looked at revenues from fees for certain services and permits and suggested specific adjustments to the Board of Selectmen.

In part due to these efforts and a general willingness of the employees to disregard rigid job categories and assist each other, the Town has not had a general override since 2003. A quick review of override history in neighboring communities shows heavy reliance on the general override to balance the budget. Orleans and Truro had thirteen (13) overrides from 2000-2010 and Wellfleet had seventeen (17). Some of the overrides were for a specific project or staff, but as is the case with all general overrides, they permanently increase the tax base.

The budget presented here includes some increases and reductions. Some staff positions, not funded, will not be replaced. Other staff positions such as the town planner, and the school resource police officer as a shared region/ town position are included as the staff and Board of Selectmen agree that the positions are critical and need to be replaced. We are in discussions with neighboring towns to share technical staff such as inspectors, and may experience some cost savings from that endeavor as well. The goal of this budget and the funding requests contained herein, and any discussions with other towns, is to ensure that the citizens of the town continue to receive the services and the level of service they expect and deserve.

This budget will need an operating override of $500,000. Such an override is projected to cost .15 cents per thousand dollars of valuation or $51.75 for the average house in Eastham valued at $345,000. The suggestion to balance the budget with an override is not made lightly or without consideration of current economic circumstances. The override will fully fund the school request and the municipal budget. Long-term projections suggest that once a community has exhausted other funding options, unless state revenue sharing returns to pre 2002 levels, or new local revenue sources are found, a cycle of periodic overrides will be necessary. The Town passed the expansion of the expanded room's tax last May. The legislation is awaiting approval of the state legislature. We are encouraged by the efforts of Representative Sarah Peake and Senator Daniel Wolf in this regard. We expect that the legislation will be approved during this session. It will provide a necessary long-term funding source for the town.

The Selectmen have reviewed multi-year projections and with the current override and moderate increases in revenue, we should be able to manage for the next several years and secure current programs and services. However, the identification of revenue sources beyond property taxes continues to be an area of concern. The Board has examined and continues to explore alternate revenue sources. Some of those alternate sources include alternative energy installations as both revenue generators and as expenditure savings, and regionalization initiatives for specific service areas. The approval of the expanded rooms tax, passed by Town Meeting in May of 2010, when approved by the legislature is expected to yield significant revenue and provide a more permanent and renewable source of revenue.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(*Majority vote required*)

ARTICLE 12 - SELECTMEN'S OPERATING BUDGET

LINE #		FY 11 ACTUAL BUDGET		FY12 SELECTMEN'S BUDGET	FIN COM REC
	GENERAL GOVERNMENT				
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	$263,980.00		$269,785.00	
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	$15,275.00		$15,275.00	
3	RESERVE FUND	$65,000.00		$65,000.00	
4	TOWN ACCOUNTANT OFFICE SALARY	$112,644.00		$115,974.00	
5	TOWN ACCOUNTANT EXPENSE	$29,310.00		$29,310.00	
6	ASSESSOR OFFICE SALARY	$181,398.00		$185,594.00	
7	ASSESSOR EXPENSE	$25,865.00		$25,865.00	
8	TREASURER/COLLECTOR OFFICE SALARY	$106,878.00		$109,377.00	
9	TREASURER/COLLECTOR EXPENSE	$7,972.00		$7,877.00	
10	CERTIFICATION OF NOTES	$200.00		$200.00	
11	LEGAL SERVICES EXPENSE	$65,000.00		$65,000.00	
12	DATA PROCESSING SALARY	$88,227.00		$90,854.00	
13	DATA PROCESSING EXPENSE	$98,220.00		$107,931.00	
14	TAX TITLE EXPENSE	$5,000.00		$5,000.00	
15	CENTRAL PURCHASING SUPPLY & SERVICE	$51,213.00		$56,214.00	
16	TOWN CLERK/ELECTIONS OFFICE SALARY	$79,872.00		$85,617.00	
17	TOWN CLERK /ELECTIONS EXPENSE	$8,175.00		$8,175.00	
18	NATURAL RESOURCES SALARY	$256,581.00		$267,553.00	
19	NATURAL RESOURCES EXPENSE	$29,009.00		$28,686.00	
20	NATURAL RESOURCES CAPITAL EXPENSE			$11,455.00	
21	PLANNING/ZONING SALARY	$58,997.00		$58,890.00	
22	PLANNING /ZONING EXPENSE	$2,038.00		$1,915.00	
23	MUNICIPAL BUILDINGS SALARY	$134,701.20		$136,918.00	
24	MUNICIPAL BUILDINGS EXPENSE	$82,720.00		$82,551.00	
25	MUNICIPAL BUILDINGS CAPITAL			$9,527.00	
26	BULK FUEL OIL EXPENSE	$187,000.00		$177,000.00	
27	TOWN REPORT EXPENSE	$10,000.00		$8,050.00	
28	ENGINEERING & SUPPORT SERVICES EXPENSE	$4,000.00		$4,000.00	
		$1,969,275.20		$2,029,593.00	6-0

LINE #		FY 11 ACTUAL BUDGET		FY12 SELECTMEN'S	FIN COM
	PUBLIC SAFETY & INSPECTIONAL SERVICES				
29	POLICE SALARY	$1,206,030.00		$1,258,045.00	
30	POLICE EXPENSE	$149,251.00		$159,347.00	
31	POLICE CAPITAL	$9,564.00		$9,564.00	
32	FIRE SALARY	$1,590,145.00		$1,546,749.00	
33	FIRE EXPENSE	$112,941.00		$121,875.00	
34	FIRE CAPITAL EXPENSE	$70,476.00		$131,830.00	
35	DISPATCHING SALARY	$278,820.00		$285,970.00	
36	DISPATCHING EXPENSE	$2,700.00		$2,700.00	
37	BUILDING INSPECTION SALARY	$125,229.00		$118,285.00	
38	BUILDING INSPECTION EXPENSE	$4,810.00		$4,810.00	
39	GAS/PLUMBING INSPECTION EXPENSE	$30,391.64		$30,392.00	
40	WIRE INSPECTION EXPENSE	$39,520.00		$39,520.00	
41	EMERGENCY MANAGEMENT EXPENSE (CIVIL DEFENSE)	$100.00		$100.00	
42	TREE WARDEN EXPENSE	$400.00		$400.00	
43	DUTCH ELM DISEASE EXPENSE	$10.00		$10.00	
44	INSECT/PEST/POISON IVY CONTROL	$10.00		$10.00	
45	HARBORS & LANDINGS SALARY	$6,720.00		$6,720.00	
		$3,627,117.64		$3,716,327.00	6-0
	EDUCATIONAL SERVICES				
46	ELEMENTARY SCHOOL OPERATIONS	$3,339,363.00		$3,423,435.00	
47	NAUSET REGION CAPITAL ASSESSMENT				
48	NAUSET REGION OPERATING ASSESSMENT	$3,489,481.00		$3,523,509.00	
49	CAPE COD REGIONAL TECHNICAL SCHOOL	$147,502.00		$197,801.00	
		$6,976,346.00		$7,144,745.00	6-0
	PUBLIC WORKS/SANITATION				
50	GENERAL MAINTENANCE SALARY	$460,796.00		$449,410.00	
51	GENERAL MAINTENANCE EXPENSE	$112,172.00		$111,074.00	
52	GENERAL MAINTENANCE CAPITAL	$86,116.00		$114,061.00	
53	SNOW & SANDING SALARY	$31,327.00		$31,328.00	

LINE #		FY 11 ACTUAL BUDGET		FY12 SELECTMEN'S	FIN COM
54	SNOW & SANDING EXPENSE	$16,500.00		$16,500.00	
55	STREET LIGHTING EXPENSE	$7,600.00		$7,600.00	
56	WASTE COLLECTION & DISPOSAL SALARY	$153,632.00		$158,135.00	
57	WASTE COLLECTION & DISPOSAL EXPENSE	$312,207.00		$301,833.00	
58	WASTE COLLECTION & DISPOSAL CAPITAL EXPENSE	$15,706.00		$15,707.00	
		$1,196,056.00		$1,205,648.00	6-0
	HEALTH & HUMAN SERVICES				
59	VETERANS' GRAVE OFFICER	$75.00		$75.00	
60	TOWN NURSE SERVICES	$5,000.00		$4,000.00	
61	PUBLIC HEALTH SALARY	$161,375.80		$165,034.00	
62	PUBLIC HEALTH EXPENSE	$18,835.00		$18,841.00	
63	INSPECTION OF ANIMALS EXPENSE	$250.00		$250.00	
64	COUNCIL ON AGING/ADC SALARY	$278,475.00		$269,353.00	
65	COUNCIL ON AGING/ADC EXPENSE	$32,920.00		$31,835.00	
66	VETERANS' SERVICES - EXPENSE	$17,572.00		$17,885.00	
67	VETERANS' SERVICES - BENEFITS	$9,000.00		$9,000.00	
68	HUMAN SERVICES AGENCIES	$53,500.00		$60,000.00	
		$577,002.80		$576,273.00	6-0
	CULTURE & RECREATION				
69	LIBRARY SALARY	$204,125.00		$207,520.00	
70	LIBRARY EXPENSE	$72,760.00		$72,561.00	
71	BEACH & RECREATION SALARY	$239,280.50		$241,047.00	
72	BEACH & RECREATION EXPENSE	$76,054.00		$64,969.00	
		$592,219.50		$586,097.00	6-0
	DEBT AND BANKING SERVICES				
73	FIRE STATION	$150,000.00		$150,000.00	
74	LANDFILL CAPPING	$66,490.00		$66,540.00	
75	ROACH PROPERTY ACQUISITION	$75,000.00		$75,000.00	
76	TRANSFER STATION	$120,000.00		$120,000.00	

LINE #		FY 11 ACTUAL BUDGET		FY12 SELECTMEN'S	FIN COM
77	INTEREST EXPENSE (LONG/SHORT TERM)	$376,064.00		$341,059.00	
78	TAX ANTICIPATION NOTES	$10,000.00		$10,000.00	
79	SEPTIC BETTERMENT LOANS	$20,401.00		$20,401.00	
80	PURCELL LAND PURCHASE	$35,000.00		$35,000.00	
81	EASTHAM ELEMENTARY SCHOOL RENOVATION	$410,000.00		$410,000.00	
82	BANK FINANCING CHARGES	$2,500.00		$2,100.00	
		$1,265,455.00		$1,230,100.00	6-0
	OTHER EXPENSES (GENERAL GOVERNMENT)				
83	EMPLOYEE BENEFITS	$13,500.00		$13,500.00	
84	BARN. COUNTY RETIREMENT ASSESSMENT	$1,029,701.00		$1,062,493.00	
85	TOWN INSURANCE - UNEMPLOYMENT EXPENSE	$10,000.00		$10,000.00	
86	TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH	$1,792,500.00		$1,974,576.00	
87	TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)	$325,600.00		$325,600.00	
		$3,171,301.00		$3,386,169.00	6-0
	TOTAL	$19,374,773.14		$19,874,952.00	2.58%

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **$592,500,** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:
Article 13 is the annual capital acquisition list. The items shown here are to be acquired or executed in this fiscal year. Included on the capital plan for this year are standard items that appear each year such as computer software and hardware, replacement vehicles and building maintenance projects. Of note in this particular year is $150,000 for refurbishing, updating of mechanical systems and furniture replacement at town hall. The town hall refurbishing will include the replacement of some mechanical systems such as air-conditioning parts, main boiler upgrade, interior and exterior painting, and front hall tile and carpet replacement in certain areas.

Also, included is $40,000 for ordinary road maintenance. This provides the DPW with funds to supplement state Chapter 90 grants and includes projects not eligible for Chapter 90 support. Each year in this article, a sum of money is included to supplement Chapter 90 funds. Regular road maintenance helps to avoid catastrophic road surface failures that are very expensive to repair.

The diesel generator at the police department will be replaced with a natural gas generator. The current diesel generator has a fuel tank that must be filled manually. During long events requiring continuous operation of the generator, the fuel level must be checked manually to ensure continuous operation. We have recently upgraded the computer software and now connect directly to federal and state-level databases. Loss of electrical power at the police station, even for a short time, could delay public safety response in an emergency.

The elementary school, which is also included in our capital plan, is provided with $20,000 to continue to improve and update the computer hardware and software that the students use.

The town is committed to maintaining our natural resources and to that end this capital plan provides $65,000 to hire a consultant to study the eleven (11) ponds in Eastham. The study will evaluate water quality in all the ponds and recommend at least two of the ponds for remediation to improve water quality. Total capital expenditures under article 13 are $592,500. A majority of those expenditures, $479,500, will be funded by free cash.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

FY 12 CAPITAL ACQUISITION ARTICLE 13

ITEM	DEPARTMENT	ITEM		
	DATA PROCESSING			
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	$40,000.00	F
2		COMPUTER SOFTWARE REPLACEMENT	$20,000.00	F
	NATURAL RESOURCES			
3		4x4 PICK UP TRUCK (YR 1 OF 3YR LEASE/PURCHASE)	$12,000.00	F
4		4x4 PICK UP TRUCK (YR 1 OF 3YR LEASE/PURCHASE)	$12,000.00	F
5		SAND DRIFT FENCE	$15,000.00	L
	HARBOR IMP.			
6		DREDGE ROCK HARBOR	$5,000.00	EX
	MUNICIPAL BUILDINGS IMPROVEMENTS			
7	ALL BLDGS	PROJECT CONTINGENCY. REPAIRS ,PAINTING ETC.	$25,000.00	F
8	TOWN HALL	REFURBISH/REFURNISH TOWN HALL	$150,000.00	F
9	RECREATION	REPLACE FLOORING	$15,000.00	F
	DPW			
10		BUILDING EXTERIOR MAINTENANCE - STUCCO	$10,000.00	F
11		ORDINARY ROAD M & R (NOT CHAP 90)	$40,000.00	T
12		REPLACE ROLL OFF TRUCK	$65,000.00	F
	POLICE			
		PORTABLE RADIOS	$6,000.00	F
13		REPLACE REAR DOOR	$4,000.00	F
14		REPLACE DOWNSTAIRS FLOORING	$6,000.00	F
15		REPLACE DIESEL GENERATOR W/ GAS	$40,000.00	F
	FIRE (EQUIP)			
16		PORTABLE RADIOS	$8,000.00	A
17		BUILDING MAINTENANCE - VARIOUS	$20,000.00	A
	SCHOOL			
18		ROUTINE PAINTING ROTATION	$5,000.00	T
19		COMPUTER SOFTWARE/HARDWARD REPLACEMENTS	$20,000.00	T
20	BEACHES	4X2 REPLACEMENT TRUCK LEASE	$9,500.00	F
21	FRESH WATER POND STUDIES		$65,000.00	F
	TOTAL		$592,500.00	

TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)	
F = FREE CASH	$479,500.00
L= LAND ACQUISITION & MAINTENANCE FUND	$15,000.00
A = AMBULANCE RECEIPTS	$28,000.00
EX = BOAT EXCISE	$5,000.00
T = TAX LEVY	$65,000.00
TOTAL	$592,500.00

ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY13-FY17 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:
This is the five-year capital plan, which lists all anticipated capital expenditures for equipment, supplies and projects, including engineering and planning studies. Items on the list are a minimum of $1,000. This listing is a planning tool to focus attention on needed expenditures for the upcoming years. The benefit of the plan is that the town is able to anticipate large expenditures and appropriately schedule bond issues and debt repayments in a

manner that supports a stable tax rate while ensuring that capital equipment is acquired in a timely manner and that structures are well maintained.

This article is a planning tool and does not require any funding. When items are scheduled for funding, they are moved to article 13 which is the capital acquisition article included in each Annual Town Meeting warrant.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

FIVE YEAR CAPITAL PLAN FY13-FY17

ITEM	DEPARTMENT	ITEM	FY13	FY14	FY15	FY16	FY17
	DATA PROCESSING						
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	$20,000.00 F	$20,000.00 F	$20,000.00 F	$20,000.00 F	$20,000.00 F
2		SERVER UPGRADES/REPLACEMENTS		$10,000.00 F			
3		UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)		$10,000.00 F			
4		REPLACE PLOTTER/SCANNER(S)	$10,000.00 F				
	SUB-TOTAL		$30,000.00	$40,000.00	$20,000.00	$20,000.00	$20,000.00
	COA/ADULT DAYCARE						
5		VAN REPLACEMENT	$26,000.00 HST			$26,000.00 HST	
	SUB-TOTAL		$26,000.00	$0.00	$0.00	$26,000.00	$0.00
	TOWN CLERK						
6		VOTING MACHIN (NEW DISABILITY REQ)	$16,500.00 F				
	SUB-TOTAL		$16,500.00	$0.00	$0.00	$0.00	$0.00
	ASSESSING						
7		VIDEO/CAMERA REPLACEMENT	$1,000.00 F				
8		TABLET PC Rugged outdoor use			$1,500.00 F		
9		DATA COLLECTOR VEHICLE					$3,000.00 F
	SUB TOTAL		$1,000.00	$0.00	$1,500.00	$0.00	$0.00
	NATURAL RESOURCES						
10		4x4 PICK UP TRUCK	$12,000.00 F		$15,000.00 F	$15,000.00 F	$15,000.00 F
11		4X4 PICK UP TRUCK	$12,000.00 F		$13,000.00 F	$13,000.00 F	$13,000.00 F
12		SAND DRIFT FENCE - VARIOUS LOCATIONS		$20,000.00 L			$10,000.00 F
13		BOAT MOTOR 130HP/50HP		$15,000.00 F			$15,000.00 F
14		EQUIPMENT CHAINSAWS/PRESSURE WASHER				$1,800.00 F	
15		HERRING RUN GATE REPLACEMENTS		$1,000.00 F			$1,000.00 F
16		PORTABLE GPS			$2,500.00 F		
	SUB-TOTAL		$24,000.00	$36,000.00	$30,500.00	$29,800.00	$54,000.00
	HARBOR IMP.						
17		ROCK HARBOR FLOATING DOCK REPLACEMENT	$250,000.00 D	$250,000.00 D	$250,000.00 D		
18		DREDGE ROCK HARBOR	$5,000.00 EX	$5,000.00 EX	$5,000.00 EX	$5,000.00 EX	$5,000.00 EX
	SUB TOTAL		$255,000.00	$255,000.00	$255,000.00	$5,000.00	$5,000.00
	MUNICIPAL BUILDINGS EQUIPMENT						
19		VACUUM/CARPET CLEANERS/ LADDERS			$2,000.00 F		$2,000.00 F
20		VAN REPLACEMENT	$9,600.00 F			$10,000.00 F	$10,000.00 F
21		COPIERS/POSTAGE METERS			$10,000.00 F		
22		FLOOR MACHINE/SNOW BLOWER			$1,400.00 F		F
	SUB-TOTAL		$9,600.00	$0.00	$13,400.00	$10,000.00	$12,000.00
	MUNICIPAL BUILDINGS IMPROVEMENTS						
23		IRRIGATE THREE (3) MUNICIPAL BLDGS - (TH, POLICE, FIRE)		$30,000.00 F			
24		PROJECT CONTINGENCY- MAJOR REPAIRS ,PAINTING ETC.	$20,000.00 F	$25,000.00 F	$25,000.00 F	$30,000.00 F	$30,000.00 F
25		GREEN ENERGY ENHANCEMENTS	$50,000.00 F				
	SUB-TOTAL		$70,000.00	$55,000.00	$25,000.00	$30,000.00	$30,000.00

ITEM	DEPARTMENT	ITEM	FY13	FY14	FY15	FY16	FY17
26	T.H.	MECHANICAL SYSTEMS OVERHAUL	$10,000.00 F				$15,000.00 F
27		RELOCATE/REPLACE AIR HANDLER			$38,000.00 F		
28		REPLACE VAULT A/C UNITS		$9,000.00 F			
29		REPLACE CIRCULATOR PUMPS		$3,000.00 F			
30		REPLACE HOT WATER TANK				$3,000.00 F	
31		REPLACE EXISTING A/C UNITS	$12,000.00 F				$40,000.00 F
	ANNEX/RECREATION BLDG					$20,000.00 F	
32		FURNISHINGS					
	SUB-TOTAL		$22,000.00	$12,000.00	$38,000.00	$23,000.00	$55,000.00
33	COA	HEAT/AIR CONDITIONING/OVERHAUL		$15,000.00 HST/F			
34		ELECTRICAL/MECHANICAL SYSTEMS UPGRADE				$15,000.00 F	
35		INTERIOR UPGRADES CARPET/FURNITURE	$28,500.00 F				
36		RESURFACE DRIVEWAY	$30,000.00 F				
37		RENOVATION/EXPANSION OF SENIOR CENTER		$50,000.00 F/HST		$3,000,000.00 D	
38		GENERATOR REPLACEMENT/MAJOR OVERHAUL					$30,000.00 F/HST
	SUB-TOTAL		$58,500.00	$65,000.00	$0.00	$3,015,000.00	$30,000.00
39	DPW/NR	COPIER REPLACEMENT	$5,000.00 F				$5,000.00 F
40		AIR/HEATING SYSTEM OVERHAUL/REPLACE			$20,000.00 F		$20,000.00 F
41		EXTERIOR MAINTENANCE - STUCCO				$10,000.00 F	
42		EXPANSION DPW GARAGE SPACE		$500,000.00 D			
	SUB-TOTAL		$5,000.00	$500,000.00	$20,000.00	$10,000.00	$25,000.00
43	INFO/WMILL	GEN BLDG MAIN & REPAIR WINDMILL/INFO/ANCIENT CEMETERIES R&M/BANDSTAND		$5,000.00 F			
44	POLICE	REPLACE OVERHAUL AIR/HEAT CIRCULATOR PUMPS	$30,000.00 F				$10,800.00 F
45		REPLACE ALL CARPET UPSTAIRS			$6,800.00 F		
46		REPLACE CARPET /FLOORING DOWNSTAIRS				$3,000.00 F	
47		REPLACE HOT WATER TANK					$40,000.00 F
48		REPLACE SHINGLES, ROOF & SIDEWALL			$9,000.00 F		
49		REPLACE 2 OF 4 AIR HANDLING UNITS					
	SUB-TOTAL		$30,000.00	$5,000.00	$15,800.00	$3,000.00	$50,800.00
	FIRE						
50		REPLACE FIRE PUMP (SPRINKLER) IN STATION		$50,000.00 A			
51		BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 5+ YRS OLD.)				$40,000.00 A	
	SUB-TOTAL		$0.00	$50,000.00	$0.00	$40,000.00	$0.00
	SCHOOL						
52		ROUTINE PAINTING ROTATION	$5,000.00 F	$5,000.00 F	$5,000.00 F	$5,000.00 F	$5,000.00 F
53		REPLACE PLAYGROUND/BASKETBALL COURT SURFACE				$10,000.00 F	
54		GROUNDS MAINTENANCE - DRAINAGE/FENCING	$4,500.00 F	$5,000.00 F	$5,000.00 F		
55		GYM FLOOR REFINISHING				$15,000.00 F	$15,000.00 F
56		COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	$20,000.00 F	$20,000.00 F	$20,000.00 F	$20,000.00 F	
	SUB-TOTAL		$29,500.00	$30,000.00	$30,000.00	$50,000.00	$20,000.00

ITEM	DEPARTMENT	ITEM	FY13		FY14		FY15		FY16		FY17	
	BEACHES/RECREATION											
57		UPGRADE/ADA BATH HOUSES					$15,000.00	F				
58		PARKING LOT REPAIRS (VARIOUS LOCATIONS)	$10,000.00	F								
59		ADA BEACH CHAIR	$3,000.00	F								
60		4 X 2 TRUCK LEASE	$13,000.00	F	$13,000.00	F					$15,000.00	F
61		4 X 2 TRUCK LEASE	$12,000.00	F	$12,000.00	F	$12,000.00	F				
62		B-BALL RESURFACE/BASEBALL BACKSTOP REPL/FENCING					$15,000.00	F				
63		BEACH GATE SHACKS			$3,000.00	F	$3,000.00	F				
64		WALKWAYS/DUNE MAINTENANCE FENCING	$10,000.00	F	$10,000.00	F	$23,000.00	F			$20,000.00	F
65		BEACH CLEANER					$50,000.00	D				
66		REPLACE SOFT BALL SHEDS (2)									$35,000.00	F
	SUB-TOTAL		$48,000.00		$38,000.00		$118,000.00		$0.00		$70,000.00	
	DPW											
67		REPLACE/REFURBISH HYDRAULIC TRUCK LIFT					$45,000.00	F				
68		REPLACE CATCH BASIN CLEANER			$110,000.00	F						
69		ONE TON DUMP	$55,000.00	F			$55,000.00	F				
70		3/4 TON PICK UP	$15,000.00	F	$15,000.00	F	$15,000.00	F	$15,000.00	F	$15,000.00	F
71		SANDER			$15,000.00	F						
72		INTERL DUMP (LEASE PURCHASE 2) 6 WHEEL LARGE/REFURB			$35,000.00	F	$35,000.00	F	$35,000.00	F	$35,000.00	F
73		EXTRA LARGE DUMP 10 WHEELER (LEASE PURCHASE 5 YR)					$25,000.00	F	$25,000.00	F	$25,000.00	F
74		ORDINARY ROAD M & R (NOT CHAP 90)	$120,000.00	T	$130,000.00	F	$140,000.00	F	$150,000.00	F	$160,000.00	F
75		NEW TRASH TRAILERS			$60,000.00	F	$60,000.00	F				
76		TRACTOR TRAILER HORSE (FOR YARD USE ONLY - USED)	$40,000.00	F								
77		REPLACE/ADD RECYCLING COMPACTOR					$15,000.00	F			$15,000.00	F
78		LOADER REPLACEMENT (444)	$75,000.00	F							$60,000.00	F
79		TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS			$14,000.00	F						
80		ONE (1) 40 YARD CLOSED TOP ROLL OFF REFYRB	$6,300.00	F					$6,300.00	F		
81		STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS			$50,000.00	F	$60,000.00	F				
82		MOWER REPLACEMENTS					$20,000.00	F				
83		SWEEPER REPLACEMENT (FIVE YEAR LEASE)							$30,000.00	F		
	SUB-TOTAL		$311,300.00		$429,000.00		$470,000.00		$261,300.00		$310,000.00	
	POLICE											
84		DEFRIBRILATORS REPLACEMENT			$5,000.00	F	$5,000.00	F				
85		UNMARKED ADMINISTRATIVE VEHICLE 4X4(3 YR LEASE)									$11,000.00	T
86		CRUISER/w video	$35,500.00	T	$35,500.00	T	$36,000.00	T	$36,500.00	T	$37,000.00	T
87		CRUISER	$34,500.00	T	$35,500.00	T	$36,000.00	T	$36,500.00	T	$37,000.00	T
88		UNMARKED ADMIN DEP VEHICLE	$10,000.00	T	$10,000.00	T	$10,000.00	T				
89		PORTABLE RADIOS (3)	$6,000.00	F	$6,000.00	F					$7,000.00	T
90		LAP TOP COMPUTER IN CAR REPLACEMENT (4)			$15,000.00	F					$20,000.00	F
91		BULLET PROOF VEST REPLACEMENT (ALL)					$20,000.00	F				
92		DIGITAL VIDEO FOR CRUISERS	$35,000.00	F								
	SUB-TOTAL		$121,000.00		$107,000.00		$107,000.00		$73,000.00		$112,000.00	
	FIRE (EQUIP)											
93		REPLACE AMBULANCE (CHG BUY TWO SAME TIME)	$125,000.00	A			$125,000.00	A	$125,000.00	A	$125,000.00	A
94		ENGINE REPLACEMENT (1992) (5 YR LEASE PUR, $550,000)	$125,000.00	A	$125,000.00	A	$125,000.00	A	$125,000.00	A	$125,000.00	A
95		SQUAD 1 REPLACEMENT (TRUCK 160)			$15,000.00	A	$13,000.00	A	$15,000.00	A		
96		ADMINISTRATIVE VEHICLE DEP/CHIEF) REPLACE	$13,000.00	A							$13,000.00	A
97		TANKER REPLACEMENT (98) 5 YR LEASE									$400,000.00	A
98		REPLACE SPECIAL HAZARDS TRUCK (91) 5 YR LEASE					$40,000.00	A				
99		REPLACE COPIER							$8,000.00	A		
100		UPGRADE AIR PACKS - 4 5L					$28,000.00	A				
101		THERMAL IMAGER									$10,000.00	A
102		UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)			$7,000.00	A						
103		HYDRANT STANDPIPE SYS -ON SITE WELLS/BURIED TANKS			$12,000.00	A						
104		REPLACE GAS METER	$2,000.00	A								
105		COMPUTER SOFTWARE ENHANCEMENTS					$20,000.00	A				
106		COMPUTER HARDWARE ENHANCEMENT/ADDITIONS									$20,000.00	A
107		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM			$5,000.00	A						

ITEM	DEPARTMENT	ITEM	FY13		FY14		FY15		FY16		FY17	
		RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT										
108		CARDIAC MONITORS (2)										
109		JAWS	$35,000.00	A							$30,000.00	A
110		AIR BAGS (LIFTING CARS)										
111		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	$5,000.00	A			$5,000.00	A	$5,000.00	A		
112		RADIO REPLACEMENT/UPGRADES					$8,000.00	A				
113		FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPL.	$8,000.00	A							$8,000.00	A
114		PORTABLE GENERATOR (REPLACEMENT)			$2,500.00	A						
115		PORTABLE WATER TANK					$4,000.00	A				
	SUB-TOTAL		$313,000.00		$166,500.00		$370,000.00		$278,000.00		$371,000.00	
116	RESOURCE LAND MANAGEMENT PLANS		$35,000.00	F								
117	LONG RANGE PLAN IMPLEMENTATION ASSISTANCE				$25,000.00	F						
118	LAND ACQUISITION(OPEN SPACE. RECREATION, MAINTENANCE)		$75,000.00	F								
119	LAND ACQUISITION HOUSING/AFFORDABLE HOUSING PURCHASES		$75,000.00	F			$75,000.00	F			$75,000.00	F
120	COASTAL EROSION PLANNING/MITIGATION		$100,000.00	C								
121	MUNICIPAL WASTE WATER/ WATER/PLANNING/IMPLEMENTATION		$5,000,000.00	D					$5,000,000.00	D		
122	NORTH EASTHAM VILLAGE CTR IMPLEMENT/municipal bldgs, housing, infrastructure				$3,000,000.00	D						
123	ALTERNATIVE/GREEN ENERGY INITIATIVES		$2,000,000.00	D								
124	FRESH WATER/POND STUDIES - REMEDIATION				$65,000.00	F			$65,000.00	F		
	TOTAL		$8,655,400.00		$4,878,500.00		$1,589,200.00		$8,939,100.00		$1,242,800.00	
TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)												
	F = FREE CASH		$761,400.00		$741,000.00		$832,200.00		$517,100.00		$744,800.00	
	C = COMMUNITY PRESERVATION FUND		$100,000.00									
	HST + HUMAN SERVICES GIFT FUND		$26,000.00		$65,000.00				$26,000.00		$30,000.00	
	A = AMBULANCE RECEIPTS		$313,000.00		$216,500.00		$370,000.00		$318,000.00		$371,000.00	
	EX = BOAT EXCISE		$5,000.00		$5,000.00		$5,000.00		$5,000.00		$5,000.00	
	T = TAX LEVY		$200,000.00		$81,000.00		$82,000.00		$73,000.00		$92,000.00	
	D = CAPITAL DEBT EXCLUSION		$7,250,000.00		$3,750,000.00		$300,000.00		$8,000,000.00			
	L=LAND ACQUISITION FUND				$20,000.00							
	G = GRANT/OTHER		$0.00									
	TOTAL		$8,655,400.00		$4,878,500.00		$1,589,200.00		$8,939,100.00		$1,242,800.00	

ARTICLE 15

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for meeting the remaining expenses for Fiscal Year 2011; or take any action relative thereto.

By Board of Selectmen

Summary:
This article transfers will cover any account shortfalls. With the exception of Snow and Ice, there are no known shortfalls as of the printing of this warrant.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 16

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	$150.00
Town Clerk	$64,075.00
Treasurer/Tax Collector	$76,680.00
Selectmen (5) $1,500 each	$7,500.00
Total	**$148,405.00**

or take any action relative thereto.

By Elected Officials

Summary:
All salaries in this article are level funded, with the exception of the Treasurer/Tax collector and the Town Clerk. In each case, no salary adjustment was received by either position last fiscal year. The salaries here reflect a 4% adjustment over the two years.
BOARD OF SELECTMEN RECOMMENDATION: At town meeting
FINANCE COMMITTEE RECOMMENDATION: 5-1
(*Majority vote required*)

ARTICLE 17

To see if the Town will vote to raise and appropriate or transfer from available funds, **$32,000** to fund and implement the cost items of a collective bargaining agreement between the Town and the Massachusetts Coalition of Police, for patrol and superior officers in the police department, covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question; or take any action relative thereto.

By Board of Selectmen

Summary:
It is expected that by Town Meeting a tentative agreement will have been reached with the Mass Cops union for three years. The year one cost of this agreement is subject to the passage of the override ballot question.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 18

To see if the Town will vote to raise and appropriate or transfer from available funds, **$90,000** to fund and implement the cost items of a collective bargaining agreement between the Eastham Employees

Association and non union employees in similar job classifications covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question; or take any action relative thereto.

By Board of Selectmen

Summary:
It is expected that by Town Meeting, a tentative agreement will have been reached with the Eastham Employees union for three years. The year one cost of this agreement is subject to the passage of the override ballot question.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 19

To see if the Town will vote to raise and appropriate or transfer from available funds, **$27,000** to fund and implement the cost items of a collective bargaining agreement between the town and the International Association of Fire Fighters for employees in the Fire Department covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question; or take any action relative thereto.

By Board of Selectmen

Summary:
It is expected that by Town Meeting, a tentative agreement will have been reached with the Fire Fighters Union for three years. The year one cost of this agreement is subject to the passage of the override ballot question.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 20

To see if the Town will vote to raise and appropriate or transfer from available funds, **$12,000** to fund and implement the cost items of a collective bargaining agreement between the Town and the Massachusetts Coalition of Police, for employees in the Communications (Dispatch) department, covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question; or take any action relative thereto.

By Board of Selectmen

Summary:
It is expected that by Town Meeting, a tentative agreement will have been reached with the Mass Cops union for three years. The year one cost of this agreement is subject to the passage of the override ballot question.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 21

To see if the Town will vote to raise and appropriate or transfer from available funds, **$17,180** to fund and implement the cost items of a collective bargaining agreement between the International

Steelworkers Union, representing employees in the Natural Resources and Public Works Departments covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question; or take any action relative thereto.

By Board of Selectmen

Summary:
It is expected that by Town Meeting, a tentative agreement will have been reached with the Steelworkers union for three years. The year one cost of this agreement is subject to the passage of the override ballot question.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

ARTICLE 22

To see if the town will vote to approve the renovation and expansion of the Eastham Library; or take any action relative thereto.

By Board of Selectmen/Board of Library Trustees

Summary:
Library construction plans are for a 16,800 square foot building that will replace much of the existing building at its current location (190 Samoset Road) while preserving the historic front portion of the structure, and making it an integral part of the new structure. Approval of this article does not require any town expenditure.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0-1
(Majority vote required)

ARTICLE 23

To authorize the Library Trustees and Board of Selectmen to apply for any state funds which might be available to defray all or part of the cost of the design, construction, and equipping of the library and to authorize the Board of Selectmen and Library Trustees to accept and expend any such funds when received without further appropriation; or take any action relative thereto.

By Board of Selectmen/Board of Library Trustees

Summary:
The Library has already submitted an application for a Massachusetts Library Construction Grant. In order for the application to be considered, the Town must vote to apply for, accept, and expend funds that may be awarded. The Massachusetts Library Construction Grant program is administered by the Massachusetts Board of Library Commissioners, and is currently funded. Awards will be announced in FY12. If the grant is awarded, it will pay up to $4.7 million of eligible project costs.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0-1
(Majority vote required)

ARTICLE 24

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money for the purposes of preparing plans and bidding documents and for constructing additions to and remodeling and reconstructing the Library; that to meet this appropriation the treasurer with the approval of the Board of Selectmen is authorized to borrow **$4.5 million** under G.L. c.44 Section 7(3A), or any other authority and provided further that this vote shall not take effect until the Town

votes to exempt from the limitation on total taxes imposed by G.L. c59, Section 21C (Proposition 2 ½) amounts required to pay the principal of and interest on the borrowing authorized by this vote; or take any action relative thereto.

By Board of Selectmen/Board of Library Trustees

Summary

This article is asking the town to fund up to $4.5 million for library construction. This project is contingent on the Town receiving a construction grant of $4.7 million from the Massachusetts Board of Library Commissioners Library Construction Grant Program.

(Debt Schedule and Concept Plans are in the appendix.)

BOARD OF SELECTMEN RECOMMENDATION: 4-1

FINANCE COMMITTEE RECOMMENDATION: 5-0-1

(2/3rds majority vote required)

ARTICLE 25

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L.c. 44B (6) from the FY2012 estimated community preservation revenues to reserves in the following amounts: **$62,562** for open space purposes, **$62,562** for historic preservation purposes, and **$62,562** for affordable housing purposes, and **$437,935** to the FY2012 community preservation budgeted reserved for appropriation for a total of **$625,621,** as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 4-0

(*Majority vote required*)

ARTICLE 26

To see if the Town will vote to transfer and appropriate **$20,000** from the Community Preservation Fund Balance as allowed by law for the purpose of administrative expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article permits use of $20,000 of the Community Preservation Funds for the committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds for that purpose. The committee has never requested that much and has used very little each year. The remaining balance each year reverts to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 4-0

(*Majority vote required*)

ARTICLE 27

To see if the Town will vote to appropriate and transfer the sum of $60,000 from the Community Preservation Housing Reserve Fund and $285,000 from the Community Preservation Unrestricted Cash Balance to the Eastham Affordable Housing Trust so that said Trust may utilize **$345,000** to acquire property for affordable housing purposes. Said funds to be released upon: 1.The signing of a negotiated Purchase and Sale Agreement for the purchase of 3150 Herring Brook Road and contingent upon all funding for the purchase including CPA funds, bank financing, Barnstable Home Consortium, state/county affordable housing trust funds, or other available resources; and 2. Proposed for execution an Affordable Housing Deed Restriction in the form approved by the Department of Housing and Community Development to run in perpetuity, and 3. Enter into a grant agreement with the Town of Eastham: and 4. Agree to return all unexpended funds to the Community Preservation Fund if the anticipated sale is not consummated within two years. The $345,000 shall not be released until the Community Preservation Committee and the Board of Selectmen approve such expenditure; or take any action thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

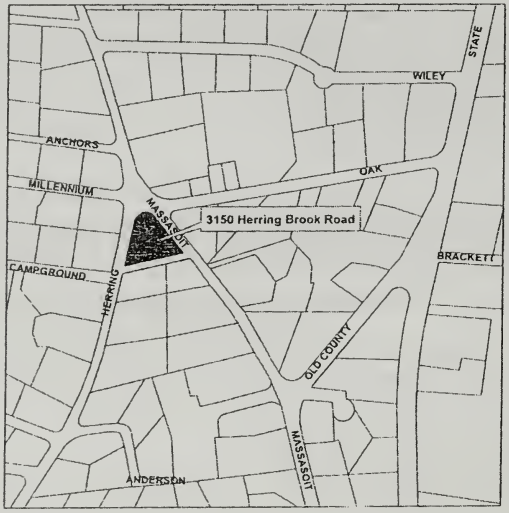
This article will provide $345,000 for the Eastham Affordable Housing Trust to continue their work of developing affordable housing units for the town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

COMMUNITY PRESERVATION COMMITTEE: 7 –0

(Majority vote required)



ARTICLE 28

To see if the Town will vote to transfer and appropriate the sum of **Forty Thousand dollars ($40,000)** from the Community Preservation Historic Reserve Fund to the Eastham Historical Commission for the purpose of conducting a survey to identify and describe significant historic buildings, structures, archaeological sites and landscapes within the Town of Eastham.

By Board of Selectmen/Community Preservation Committee

Summary:
This article will provide $40,000 for an extensive survey of approximately 200 properties within the Town of Eastham. Overseen by the Eastham Historical Commission, this professionally conducted survey will provide information about historic resources in the town.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0
COMMUNITY PRESERVATION COMMITTEE: 7 - 0
(Majority vote required)

ARTICLE 29

To see if the Town will vote to appropriate and transfer **Five Thousand dollars ($5,000)** from the Community Preservation Open Space Reserve Fund to the Eastham Open Space Committee for an analysis of parcels perceived to be held for conservation purposes and/or under the custody of the Town of Eastham Conservation Commission, and all other protected open space in Eastham (not including land owned by the federal government within the Cape Cod National Seashore).

By Board of Selectmen/Community Preservation Committee

Summary:
This Article will provide $5,000 to the Open Space Committee for creating a comprehensive, agreed upon inventory of town-owned conservation lands, and other protected open space, as well as to provide recommendations for clarifying conservation protections and custodial responsibilities in order to protect Eastham's land and water resources.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0
COMMUNITY PRESERVATION COMMITTEE: 7 - 0
(Majority vote required)

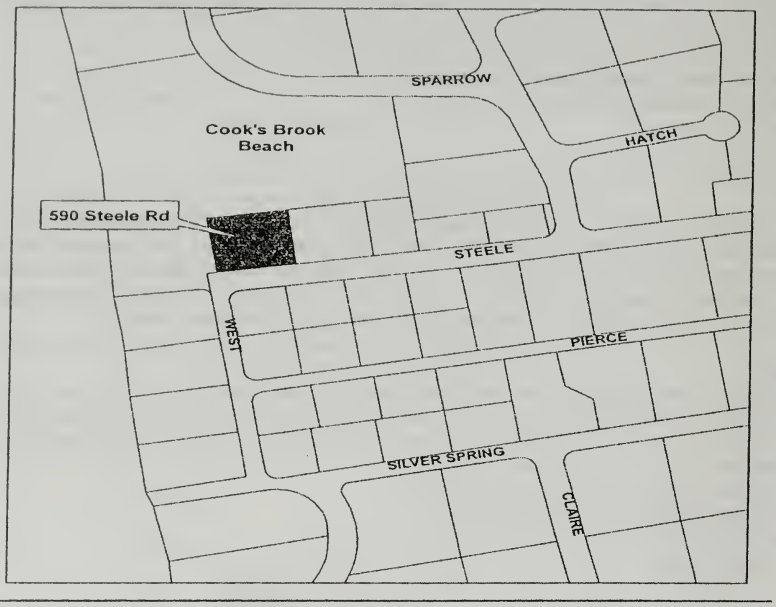
ARTICLE 30

To see if the Town will vote to appropriate and transfer a sum of money from the Community Preservation Reserve Fund to the Town of Eastham Board of Selectmen, to purchase a parcel of land located at 590 Steele Road more fully described in a deed recorded at the Barnstable county Registry of Deeds in Book 11418 Page 56, and shown in Plan book 203 Page 11, as lots 4, 5, and C, and further shown on Assessors Map 4 Parcel 108 and containing 15,340 square feet. Said land to be used to expand and supplement the adjacent town owned parking lot for the beach known as Cook's Brook Beach; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:
This Article will provide funding to be spent under the direction of the Board of Selectmen to purchase a parcel of land abutting the town owned land known as Cooks Brook Beach and parking

lot. Erosion of bayside parking lots is a continuing problem and this is an opportunity to acquire an abutting parcel.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)



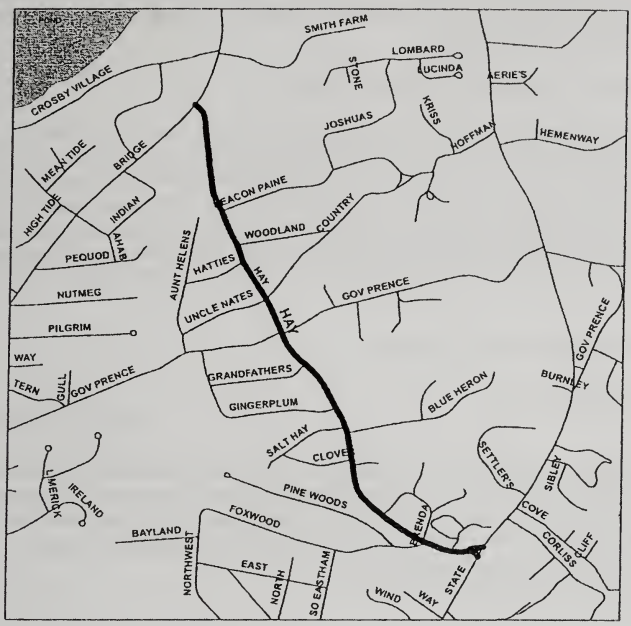
ARTICLE 31

To see if the Town will vote to lay out and define Hay Road from Governor Prence Road to Bridge Road; or take any action relative thereto.

By Board of Selectmen

Summary:
While Hay Road is noted on several plans filed at Registry and Land Court as a 40' town way, we cannot locate a town meeting vote laying out and accepting the way from Governor Prence to Deacon

Paine. Should this article pass, the Town may grade and maintain this section as with any other town road.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0
PLANNING BOARD RECOMMENDATION: At Town Meeting
(2/3rds vote required)



ARTICLE 32

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation amending the Town Charter authorizing an appointing authority to appoint to Town committees persons who have served for three consecutive terms without a one-year waiting period if there is no other person available to serve or if the position requires, by statute, certain minimum qualifications, training or skills, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition;

An Act Further Amending the Charter of the Town of Eastham

Section 1. Notwithstanding the provisions of any general or special law to the contrary, the charter of the town of Eastham, as most recently amended by the Acts of 2011, "An Act Amending the Charter of the Town of Eastham", is hereby further amended by inserting at the conclusion of section 5-2(D) the following:- Notwithstanding any other provision of this section, however, the appointing authority may reappoint an individual for more than three consecutive terms when no other individual is available or when membership on an appointed committee, board or commission requires, by statute, special training, certification, or technical skills.

Section 2. This act shall take effect upon passage.

or take any other action relative thereto.

By Board of Selectmen

Summary:
The recent charter change mandated that no member of a multi board be appointed for more than three consecutive terms. This change will allow the appointing authority to use some discretion in replacing volunteer/ committee/board members who have served three consecutive terms, when no other person is available to serve or when special skills or certification are required by statute.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 33

Amend the Charter of the Town of Eastham by deleting sections C5-2 Item D
"No member shall be appointed for more than three consecutive full terms. After reaching maximum service, an individual may be reappointed after one year lapses"

and replacing it with:

"The Board of selectmen shall give preference to new candidates when appointing members to town boards and committees.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5
FINANCE COMMITTEE RECOMMENDATION: 0-5-1
(*Majority vote required*)

ARTICLE 34

To see if the town will limit the use of the remaining portions of the town owned land known as the Roach Property for open space and passive recreation.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5
FINANCE COMMITTEE RECOMMENDATION: 0-6
(*2/3rds majority vote required*)

ARTICLE 35

To see if the Town will vote to clarify this regulation by amending Chapter 17, Article II Section 17-10 of the town Bylaws and substitute the word "and" for the word "or" as follows:

No person owning, keeping, or otherwise responsible for a dog or other animal shall allow or permit said animal to annoy another person's reasonable right to peace or privacy by making loud ~~or~~ *and* continuing noise, where such noise is plainly audible at a distance of 100 feet from the building, premises, vehicle or other means of conveyance or housing of said dog, ~~or~~ *and* where such noise continuing for 15 minutes. The fact that such noise is plainly audible at said distance ~~or~~ *and* continuing in excess of 15 minutes shall be prima facie evidence of a violation. This section shall also apply to commercial kennels, except that noise continuing for 15 minutes or more is limited between the hours of 7:00 p.m. and 7:00 a.m.

or take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5
FINANCE COMMITTEE RECOMMENDATION: 0-5-1
(*Majority vote required*)

ARTICLE 36

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2010 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 7th day of April in the year of our Lord, Two Thousand and Eleven.

Linda S. Burt
Chair

Aimee Eckman
Vice Chair

Martin McDonald
Clerk

Wallace Adams

John Knight

BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

A True Copy Attest:

Lillian Lamperti, Town Clerk

APPENDIX: LIBRARY DEBT SCHEDULE

ESTIMATE OF ANNUAL COST OF DEBT FOR TWENTY YEAR BORROWING

LIBRARY BORROWING

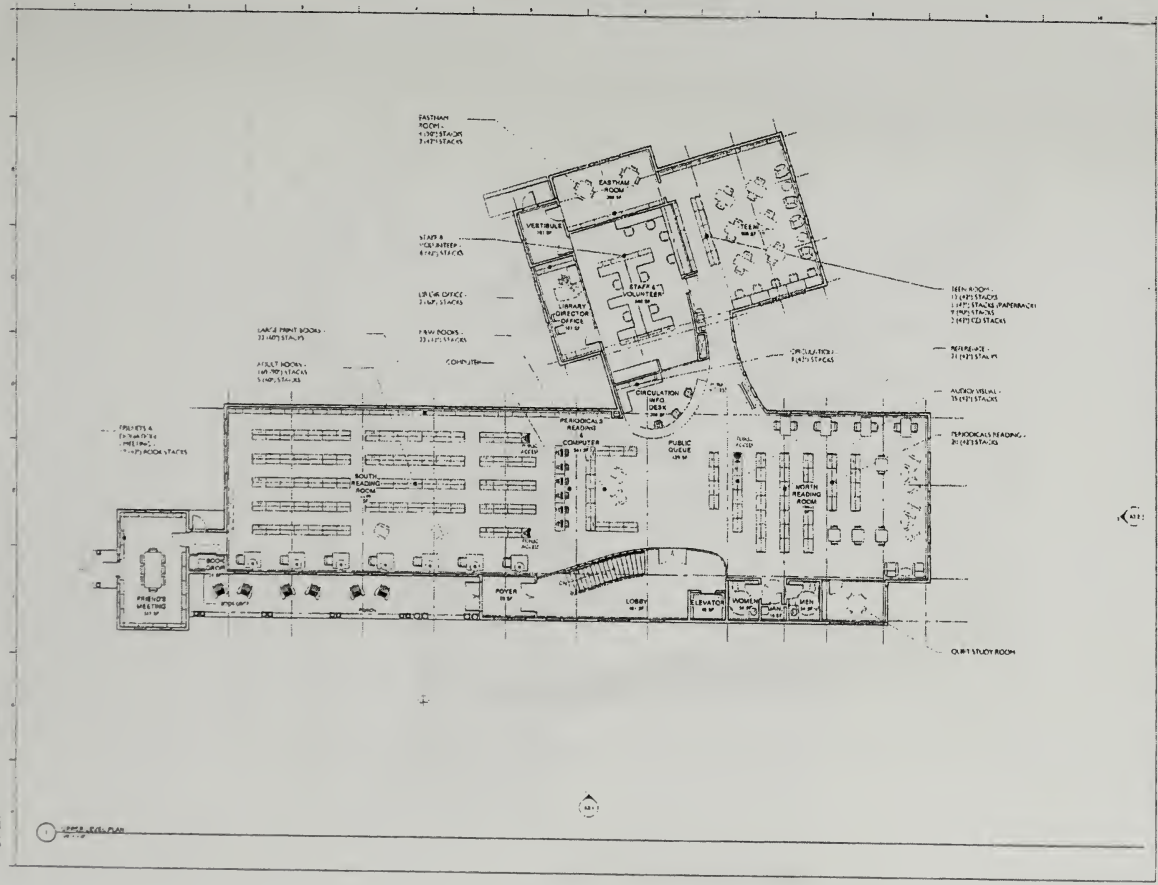
FISCAL YEAR	YEAR	PRINCIPAL	INTEREST	GROSS	TAX IMPACT PER $1,000	PROJECTED PROP VALUATION BY YEAR*	COST $345,000 HOUSE
12	1	$225,000.00	$180,000.00	$405,000.00	0.14	$2,905,880,163.00	$48.08
13	2	$225,000.00	$171,000.00	$396,000.00	0.13	$2,934,938,964.63	$46.55
14	3	$225,000.00	$162,000.00	$387,000.00	0.13	$2,964,288,354.28	$45.04
15	4	$225,000.00	$153,000.00	$378,000.00	0.13	$2,993,931,237.82	$43.56
16	5	$225,000.00	$144,000.00	$369,000.00	0.12	$3,023,870,550.20	$42.10
17	6	$225,000.00	$135,000.00	$360,000.00	0.12	$3,054,109,255.70	$40.67
18	7	$225,000.00	$126,000.00	$351,000.00	0.11	$3,084,650,348.26	$39.26
19	8	$225,000.00	$117,000.00	$342,000.00	0.11	$3,115,496,851.74	$37.87
20	9	$225,000.00	$108,000.00	$333,000.00	0.11	$3,146,651,820.26	$36.51
21	10	$225,000.00	$99,000.00	$324,000.00	0.10	$3,178,118,338.46	$35.17
22	11	$225,000.00	$90,000.00	$315,000.00	0.10	$3,209,899,521.84	$33.86
23	12	$225,000.00	$81,000.00	$306,000.00	0.09	$3,241,998,517.06	$32.56
24	13	$225,000.00	$72,000.00	$297,000.00	0.09	$3,274,418,502.23	$31.29
25	14	$225,000.00	$63,000.00	$288,000.00	0.09	$3,307,162,687.25	$30.04
26	15	$225,000.00	$54,000.00	$279,000.00	0.08	$3,340,234,314.13	$28.82
27	16	$225,000.00	$45,000.00	$270,000.00	0.08	$3,373,636,657.27	$27.61
28	17	$225,000.00	$36,000.00	$261,000.00	0.08	$3,407,373,023.84	$26.43
29	18	$225,000.00	$27,000.00	$252,000.00	0.07	$3,441,446,754.08	$25.26
30	19	$225,000.00	$18,000.00	$243,000.00	0.07	$3,475,861,221.62	$24.12
31	20	$225,000.00	$9,000.00	$234,000.00	0.07	$3,510,619,833.84	$23.00
		$4,500,000.00	$1,890,000.00	$6,390,000.00			

TOTAL LOAN AMOUNT	$4,500,000.00
INTEREST RATE	4.0%

TOP VIEW SITE PLAN

TOP VIEW SITE PLAN

FLOOR PLAN UPPER LEVEL



CENTERBROOK

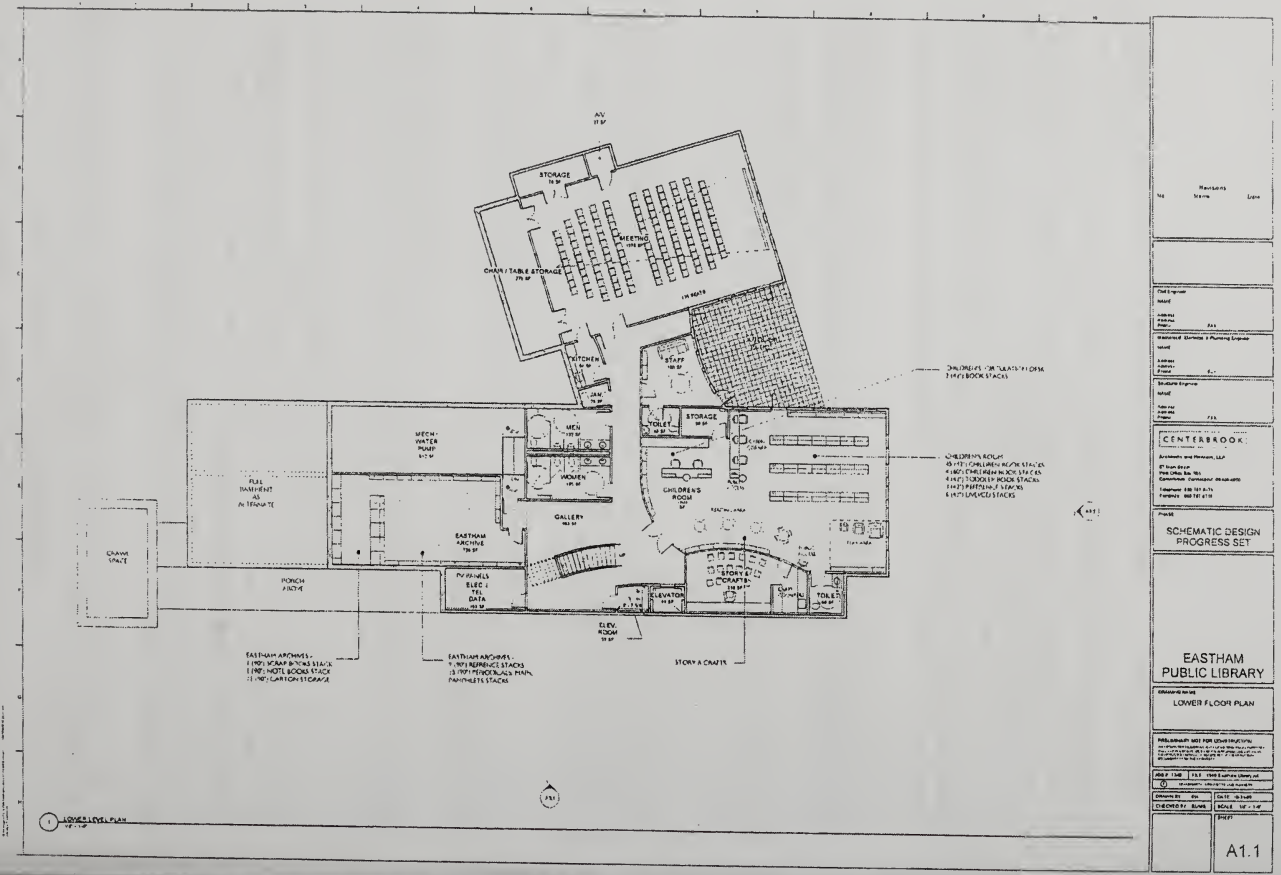
SCHEMATIC DESIGN PROGRESS SET

EASTHAM PUBLIC LIBRARY

UPPER FLOOR PLAN

A1.2

FLOOR PLAN LOWER LEVEL



CENTERBROOK

Architects and Planners, LLP

SCHEMATIC DESIGN PROGRESS SET

EASTHAM PUBLIC LIBRARY

LOWER FLOOR PLAN

A1.1

PROCEDURES FOR TOWN MEETING

In accordance with Section 2-8-2 of the Eastham Town Charter, the following procedures will be followed:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.

2. Every registered voter wishing to speak at Town Meeting shall proceed to one of the available microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions-persons making the motion and persons required to be in attendance under Section 2-8-1.

3. Eastham taxpayers who are not registered voters may only speak at Town Meeting if permitted by majority consent of voters. Consent will be requested when any non-resident has identified himself/herself in advance to the Moderator.

4. Registered voters will be seated first. Special seating may be available for non-registered parties; however, that seating will be made available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. Voters who sit in the Non-Voter Section will not have their votes counted.

5. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the Moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town Meeting.

6. Votes may be taken by voice (Majority to be determined by the Moderator) or by a show of hands. Articles or motions requiring a 2/3 vote will be by hand count unless unanimous. It takes seven Town Meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.

7. Only persons who have voted on the prevailing side may move to reconsider an article. Reconsideration of an article may occur only on the same night during which the article was considered.

8. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.

9. The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.

Minutes for the Annual Town Meeting held May 2, 2011

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:20 p.m. with a quorum of 207 voters present. The Clerk read the call of Town Meeting.

Article 1. A motion was made and seconded by the Board of Selectmen to raise and appropriate $1,200 for the Greenhead Fly Control as authorized by G.L. C. 252 Section 24 and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed – Declared unanimous vote by Moderator

Article 2. A motion was made and seconded by the Board of Selectmen to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Passed – Declared unanimous vote by Moderator

Article 3. A motion was made and seconded by the Board of Selectmen to reauthorize the Council On Aging/Adult Day Center Revolving Account, in accordance with Massachusetts General Laws, Chapter 44, Section 53 E ½ and to establish the limit on expenditures from said account for Fiscal Year 2012 at $7,000 to be expended under the direction of the Council On Aging Director in order to place anticipated revenues collected from program income which shall be used to further the operation of programs under the Council On Aging.

Passed – Declared majority vote by Moderator

Article 4. A motion was made and seconded by the Board of Selectmen to reauthorize the Recreation Bottles and Cans Revolving Account, in accordance with Massachusetts General Laws, Chapter 44, Section 53E ½ and to establish the limit of expenditures from said account for Fiscal Year 2012 at $10,000 to be expended under the direction of the Recreation Director in order to place anticipated revenues from the collection of bottles and cans, which shall be used to further the operation of programs under the Beach and Recreation department.

Passed – Declared unanimous vote by Moderator

Article 5. A motion was made and seconded by the Board of Selectmen to reauthorize the Home Composting/Bin Recycling Revolving Account, in accordance with Massachusetts General Laws, Chapter 44, Section 53E ½ and to establish the limit on expenditures from said account for FY2012 at $5,000 and to be expended under the direction of the Board of Selectmen or their designee, in order to place anticipated revenues collected from the sale of compost bins which shall be used to purchase additional compost bins, advertise the availability of such bins, or undertake recycling related activities.

Passed – Declared unanimous vote by Moderator

Article 6. A motion was made and seconded by the Board of Selectmen to authorize the Vehicular Fuel Sales Revolving Account, in accordance with Massachusetts General Laws, Chapter 44, Section 53E ½ and to establish the limit on expenditures from said account for FY2012 at $30,000 and to be expended under the direction of the Board of Selectmen or their designee, in order to place anticipated revenues collected from the sale of fuel to other municipal entities which shall be used to purchase additional fuel as necessary.

Passed – Declared unanimous vote by Moderator

Article 7. A motion was made and seconded by the Board of Selectmen to accept the provisions of G. L. Chapter 71, Section 16B, which would reallocate the sum of members towns' funding obligation for the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2013.

Passed – Declared unanimous vote by Moderator

Article 8. A motion was made and seconded by the Board of Selectmen that the unexpended sum of $97,294 voted from Article 7 May 4, 2009, Eastham's share of the capital improvements and equipment replacement expenses for the Nauset Regional School District, originally slated to be used for boiler replacement at the Nauset Regional High School to be used for other capital improvement projects which include technology at Middle and High Schools, replacement of windows, purchase of musical instruments, driveway paving, emergency PA system, Central office repairs, and boiler controls at the Nauset High School.

Passed – Declared majority vote by Moderator

Article 9. A motion was made and seconded by the Board of Selectmen to raise and appropriate the sum of $90,161 to pay the Town of Eastham's share of capital expenses for the Nauset Regional School District for improvements and equipment including but not limited to, technology upgrades at the middle and high school, roof replacements and repairs, flooring replacements, door and window repairs and upgrades, interior and exterior painting, and as shown on the multi-year capital improvement plan for the Nauset District.

Passed – Declared majority vote by Moderator

Article 10. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from Free Cash $10,000 to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Passed – Declared unanimous vote by Moderator

Article 11. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from Free Cash $10,000 to be given to the Visitors Services Board for the following purposes: Map at the Info Booth, $1,000, Christmas Lights/banners $1,000, Flower Island support $500, Summer concerts, $5,500, and Brick work on Green $2,000.

Passed – Declared unanimous vote by Moderator

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at $19,874, 952 as printed in the warrant, and to meet this appropriation, the town vote to

Raise and appropriate and use estimated receipts totaling $19,107.633.
Appropriate and transfer from the ambulance receipts reserved account $162,500 to Line 32 Fire Salaries and $131,830 to Line 34 Fire Capital
Appropriate and transfer from the Septic Loan Betterment Account $20,401 to Line 79
Appropriate and transfer from the Windmill receipts reserved account $1,000 to Line 72
Appropriate and transfer from Free Cash $114,061 to Line 52 and $15,707 to Line 58
Appropriate and transfer from Line 46 (Elementary School Operations) $74,000 to Elementary School Cafeteria Revolving Fund
To appropriate and transfer from Free Cash (dog receipts) an additional $2,500 to Line 70, Library Expense
And further, to raise and appropriate, contingent on a 2 ½ override, the sum of $321,820

Passed – Declared majority vote by Moderator

Article 13. A motion was made and seconded by the Board of Selectmen that the Town

Raise and appropriate $65,000
Appropriate and transfer from Free Cash $479,500
Appropriate and transfer from the Ambulance Receipts Reserved Account $28,000
Appropriate and transfer from the Waterways Improvement Account $5,000
Appropriate and transfer from the Land Acquisition Account $15,000 for a total of $592,500 for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed – Declared unanimous vote by Moderator

Article 14. A motion was made and seconded by the Board of Selectmen that in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY2013-FY2017 as printed in the warrant.

Passed – Declared majority vote by Moderator

Article 15. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash $18,519 to cover additional expenses incurred for FY2011 for Snow and Ice expense Article 12, Line 53.

Passed – Declared unanimous vote by Moderator

Article 16. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate $148,405 from available funds the following sums of money for salaries:

Moderator	$150.00
Town Clerk	$64,075.00
Treasurer/Tax Collector	$76,680.00
Selectmen (5) $1,500 each	$7,500.00
Total	$148,405.00

Passed – Declared majority vote by Moderator

Article 17. A motion was made and seconded by the Board of Selectmen to raise and appropriate $32,000 to fund and implement the cost items of a collective bargaining agreement between the Town and the Massachusetts Coalition of Police, for patrol and superior officers in the police department, covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question.

Passed – Declared majority vote by Moderator

Article 18. A motion was made and seconded by the Board of Selectmen to raise and appropriate $90,000 to fund and implement the cost items of a collective bargaining agreement between the Town and the Eastham Employees Association and non-union employees in similar job classifications covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question.

Passed – Declared majority vote by Moderator

Article 19. A motion was made and seconded by the Board of Selectmen to raise and appropriate $27,000 to fund and implement the cost items of a collective bargaining agreement between the Town and the International Association of Fire Fighters for employees in the Fire Department covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question.

Passed – Declared majority vote by Moderator

Article 20. A motion was made and seconded by the Board of Selectmen to raise and appropriate $12,000 to fund and implement the cost items of a collective bargaining agreement between the Town and the Massachusetts Coalition of Police, for employees in the Communications (Dispatch) department, covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question.

Passed – Declared majority vote by Moderator

Article 21. A motion was made and seconded by the Board of Selectmen to raise and appropriate $17,180 to fund and implement the cost items of a collective bargaining agreement between the Town and the International Steelworkers Union, representing employees in the Natural Resources and Public Works Departments covering the period of July 1, 2011 through June 30, 2014, contingent upon the passage of a proposition 2 ½ referendum question.

Passed – Declared majority vote by Moderator

Article 22. A motion was made and seconded by the Board of Selectmen to approve the renovation and expansion of the Eastham Library as printed in the warrant.

Passed – Declared majority vote by Moderator

Article 23. A motion was made and seconded by the Board of Selectmen to authorize the Library Trustees and the Board of Selectmen to apply for any state funds which may be available to defray all or a part of the cost of the design, construction and equipping of the library and to authorize the Board of Selectmen in consultation with the Library Trustees to accept and expend any such funds when received without further appropriation.

Passed – Declared majority vote by Moderator

Article 24. A motion was made and seconded by the Board of Selectmen that $4.5 million is appropriated, for preparing plans, bidding documents, constructing originally equipping and furnishing additions and remodeling, reconstructing and making extraordinary repairs at the Eastham Public Library; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $4.5 million under G.L. 44 Section 7(3A), or any other authority; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by G.L. c59, Section 21C (Proposition 2 ½) amounts required to pay the principal of and interest on the borrowing authorized by this vote.

Passed by necessary 2/3 vote as declared by Moderator
Count: 468 Yes 79 No

Article 25. A motion was made and seconded by the Board of Selectmen to appropriate from the FY2012 estimated Community Preservation revenues as follows

Open Space Reserve	$62,562
Historical Reserve	$62,562
Affordable Housing	$62,562
Budgeted Reserve for Appropriation	$437,935

Passed – Declared majority vote by Moderator

Article 26. A motion was made and seconded by the Board of Selectmen to appropriate from the Community Preservation Fund Balance $20,000 to the Community Preservation Administrative Expense Account as allowed by law for the purpose of administrative expenses.

Passed – Declared majority vote by Moderator

Article 27. A motion was made and seconded by the Board of Selectmen to appropriate from the Community Preservation Housing Reserve $60,000 and $285,000 from the Community Preservation Fund Balance to the Eastham Affordable Housing Trust for a total of $345,000 to acquire property for affordable housing purposes subject to the terms and conditions as follows: Said funds to be released upon: 1.The signing of a negotiated Purchase and Sale Agreement for the purchase of 3150 Herring Brook Road and contingent upon all funding for the purchase including CPA funds, bank financing, Barnstable Home Consortium, state/county affordable housing trust funds, or other available resources; and 2. Proposed for execution an Affordable Housing Deed Restriction in the form approved by the Department of Housing and Community Development to run in perpetuity, and 3. Enter into a grant agreement with the Town of Eastham: and 4. Agree to return all unexpended funds to the Community Preservation Fund if the anticipated sale is not consummated within two years. The $345,000 shall not be released until the Community Preservation Committee and the Board of Selectmen approve such expenditure.

Passed – Declared majority vote by Moderator

Article 28. A motion was made and seconded by the Board of Selectmen to appropriate from the Community Preservation Historic Reserve Fund Balance to the Eastham Historic Commission, $40,000, for conducting a survey of historic buildings and structures to identify and describe significant historic buildings, structures, archaeological sites and landscapes within the Town of Eastham.

Passed – Declared majority vote by Moderator

Article 29. A motion was made and seconded by the Board of Selectmen to appropriate from the Community Preservation Open Space Reserve Fund Balance to the Eastham Open Space Committee, $5,000, for an analysis of parcels held for conservation purposes and/or under the custody of the Town of Eastham Conservation Commission, and all other protected open space in Eastham (not including land owned by the federal government within the Cape Cod National Seashore).

Passed – Declared unanimous vote by Moderator

Article 30. A motion was made and seconded by the Board of Selectmen to appropriate from the Community Preservation Reserve Fund to the Town of Eastham Board of Selectmen, the sum of $560,000 for the purchase of the purchase a parcel of land located at 590 Steele Road more fully described in a deed recorded at the Barnstable county Registry of Deeds in Book 11418 Page 56, and shown in Plan book 203 Page 11, as lots 4, 5, and C, and further shown on Assessors Map 4 Parcel 108 and containing 15,340 square feet for recreational use in connection with the use of Cook's Brook Beach.

Passed – Declared majority vote by Moderator

Article 31. A motion was made and seconded by the Board of Selectmen that Hay Road be defined from Governor Prence Road to Bridge Road as printed in the warrant.

Failed to pass necessary 2/3 vote as declared by Moderator
Count: 151 Yes 266 No

Article 32. A motion was made and seconded by the Board of Selectmen that the Board of Selectmen be authorized to petition the General Court to amend the Eastham Home Rule Charter relative to appointed committee term limitations by authorizing an appointing authority to appoint to Town committees persons who have served for three consecutive terms without a one-year waiting period if there is no other person available to serve or if the position requires, by statute, certain minimum qualifications, training or skills, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition;

An Act Further Amending the Charter of the Town of Eastham

Section 1. Notwithstanding the provisions of any general or special law to the contrary, the charter of the town of Eastham, as most recently amended by the Acts of 2011, "An Act Amending the Charter of the Town of Eastham", is hereby further amended by inserting at the conclusion of section 5-2(D) the following: Notwithstanding any other provision of this section, however, the appointing authority may reappoint an individual for more than three consecutive terms when no other individual is available **or** when membership on an appointed committee, board or commission requires, by statute, special training, certification, or technical skills.

Section 2. This act shall take effect upon passage.

A motion to amend Article 32 by changing the word "or" to "and"
Passed – declared majority vote by Moderator

A second motion to amend Article 32 failed to gain majority vote as declared by Moderator

Original motion as amended
Passed – declared majority vote by Moderator

A motion was made and seconded to indefinitely postpone Article 33.

Passed – Declared unanimous vote by Moderator

Article 34. A motion was made by Registered voter David Clark and seconded to limit the use of the remaining portions of the town owned land known as the Roach Property for open space and passive recreation.

Passed necessary 2/3rds vote as declared by Moderator
Count: 268 Yes 110 No

A motion was made and seconded to indefinitely postpone Article 35.

Passed – Declared unanimous vote by Moderator

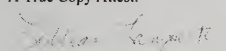
Article 36. A motion was made and seconded by the Board of Selectmen to accept all the published reports and to adjourn this Town Meeting.

Passed – Declared majority vote by Moderator

There were 607 voters present at the close of Town Meeting out of a possible 4,137.

There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 10:45 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:



Lillian Lamperti

TOWN OF EASTHAM
2500 State Highway, Eastham, MA 02642-2544
All departments 508-240-5900 • *Fax* 508-240-1291
www.eastham-ma.gov

EASTHAM
ANNUAL TOWN ELECTION
May 17, 2011

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and the results are as follows:

Moderator-One three year term

Henry M. Curtis	506
David W. Schropfer	780

Selectman-Two three year terms

Linda S. Burt	1018
Aimee J. Eckman	924

Town Clerk-One three year term

Lillian Lamperti	1119

Town Treasurer/Collector
One-three year term

Joan M. Plante	1155

Elementary School Committee
Two-Three year terms

Laura A. Freeman	1013
Joanne M. Irish	968

Housing Authority
One-Five year term

Kenneth Oliver	Write-In

Housing Authority
One-year unexpired term

James McMakin	Write-In

Library Trustee
One-Three year term

Susan Vance	350
Mary M. Shaw	849

Question No. 1

Shall the Town of Eastham be allowed to assess an additional $500,000 in real estate and personal property taxed for the purposes of funding the operating budgets of the Town and the Public Schools fo the fiscal year beginning July 1, 2011.

Yes	844
No	535

Question No. 2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and on-half, s called, the amounts required to pay for the bond issued in order to prepare plans, bidding documents,

constructing, originally equipping and furnishing additions and remodeling, reconstructing and making extraordinary repairs at the Eastham Public Library.

Yes 820
No 562

The polls closed at 8:00 p.m. and the results of the election were announced and posted. There were 4127 voters registered for this election with 1398 casting their ballots representing 33.5% of the voters. Shawn Shea served as Warden and James McMakin as Deputy Warden.

Lillian Lamperti, Town Clerk Lillian Lamperti

TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT
&
FINANCE COMMITTEE RECOMMENDATIONS

7:00 P.M.

SEPTEMBER 20, 2011

NAUSET REGIONAL HIGH SCHOOL AUDITORIUM

SPECIAL TOWN ELECTION

SEPTEMBER 21, 2011

POLLS OPEN 7:00 A.M. - 8:00 P.M.

EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA

FOR COPIES OF THIS WARRANT IN LARGER PRINT OR ON TAPE, PLEASE CALL 508 240-5900.

Also available on the town website
www.eastham-ma.gov

Please bring this warrant to Town Meeting

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TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium, Tuesday, the 20th day of September, Two Thousand and Eleven, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Wednesday, September 21, 2011, then and there to act on the following question:

QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Eastham's allocable share of the bond issued by the Nauset Regional School District for the purpose of paying costs to replace the windows, exterior doors, and the roofs at Nauset Regional High School located at 100 Cable Road, Eastham MA, including the payment of all costs incidental or related thereto?

POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

ARTICLE 1

To see if the Town will vote to appropriate and transfer from available funds, the sum of **$20,000,** to Article 13, May 2011 Annual Town Meeting Data Processing Line #2 , to purchase a specialized program to streamline certain permitting and licensing activities in various departments; or take any action relative thereto

By Board of Selectmen

Summary:
Several departments would benefit from the purchase of this special software. This software, recently reviewed by several department managers, is expected to streamline data access for the public and licensing activity in many departments. The software will benefit the license permitting aetivity in the building, health, and administration departments, as well as providing some support to the assessing and treasurer's online data access programs. This will make public access to these records easier.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 2

To see if the Town will vote to appropriate and transfer **$60,000** from available funds to Article 12, May 2011 Annual Town Meeting Line 1, Selectmen/Administration Salary, for the purpose of hiring an Assistant Town Administrator; or take any action relative thereto.

By Board of Selectmen

Summary:
This article will fund the position of Assistant Town Administrator for the remainder of the fiscal year. The annual impact of this hire would be approximately $75,000 in wages. This position would be incorporated into the FY13 budget. We expect to make some staffing adjustments in other areas of the organization, reorganize duties to make more efficient use of staff, use operating surplus' that result due to retirements and resignations which occur as a normal matter throughout the year, in order to permanently fund this position.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-1
(*Majority vote required*)

ARTICLE 3

To see if the Town will vote to amend the vote taken under Article 27, Annual Town Meeting May 2011, transferring a total of $345,000 to the Eastham Affordable Housing Trust for the purchase of 3150 Herring Brook Road, to permit said funds to be used to purchase any other structure(s) or land, for use as affordable housing as defined by the Commonwealth and consistent with the purposes as detailed in the Trust documents filed at the Barnstable County Registry of Deeds, and further that such purchase shall only proceed with the concurrence of the Board of Selectmen and the Community Preservation Committee; or take any action relative thereto; or take any action relative thereto.

By Board of Selectmen

Summary:
This article will redirect the funds granted at the annual town meeting for a specific property, and allow them to be used for any property that will be used for affordable housing purposes.
COMMUNITY PRESERVATION COMMITTEE: At Town Meeting
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

ARTICLE 4

To see if the Town will vote to appropriate the funds that have reverted to the Housing Reserve Fund pursuant to the vote taken under Article 28, Annual Town Meeting May 2008, to the Eastham Housing Authority to permit the Housing Authority to purchase any affordable housing unit(s) on the condition that any purchase of real property, shall only proceed with the concurrence of the Board of Selectmen and the Community Preservation Committee, and under the following conditions:

1) proposed for execution an Affordable Housing Deed Restriction in the form approved by the Department of Housing and Community Development to run in perpetuity; and
2) enter into a grant agreement with the Town through the Community Preservation Committee; and
3) agree to return all unexpended funds to the Community Preservation Fund if an anticipated sale is not completed within three (3) years of this vote, in which case such uncommitted funds shall revert to the Community Preservation Housing Reserve Fund; or take any action relative thereto.

By Board of Selectmen

Summary:
The housing authority has been working with the Affordable Housing Trust to combine resources, and thereby increase their impact. Both agencies pursued a purchase that failed to close and would like to have the money available to continue the goal of providing units for their clients.
COMMUNITY PRESERVATION COMMITTEE: At Town Meeting
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 5

To see if the Town will approve the **$6,529,186** borrowing authorized by the Nauset Regional School District, for the purpose of paying costs to replace the windows, exterior doors, and the roofs at Nauset Regional High School located at 100 Cable Road, North Eastham MA 02651 including the payment of all costs incidental or related thereto (the "Project"), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the Nauset Regional School Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of thirty-seven point thirty-two percent (37.32%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA, or take any action relative thereto.

By Nauset Regional School Committee

Summary:
This article will pay for Eastham's share of the costs to replace the windows, some exterior doors, and the roofs at Nauset Regional High School. The windows and many exterior doors are original from 1971 – 40 years old. They are poorly insulated, glazing and weather stripping has deteriorated beyond repair, hardware is inoperable on many units, and most windows are very large and in many cases dangerous based on potential severe weather conditions that could occur. The roofs have reached the end of their useful life. There are many leaks and patches on the roofs. New roofs will protect the school from further water damage. The project is designed to meet all of the latest "green" energy codes and should save the school 10%-15% on its energy costs in future years. Nauset High has received a grant of $2.4 million from the State which will subsidize 37.32% of the costs.
BOARD OF SELECTMEN RECOMMENDATION: 3-2
FINANCE COMMITTEE RECOMMENDATION: 2-6 (not recommended)

Finance Committee Majority Opinion:
The Finance Committee voted 6-2 against Article 5, under which the Nauset Regional District would be authorized to borrow $6,529,186 and to assess Eastham $806,441 for its share. This may force the reconsideration of other important capital projects. Moreover, historically there has been no capital plan that provides an evaluation of each building's major plumbing, electrical, and structural systems. Such a plan should be professionally prepared before investing taxpayers' dollars in these facilities.

This article was presented on an emergency basis in order to take advantage of a State grant. Our research shows that state funds for school improvements are available on an annual basis with approximately the same reimbursement rate.

The majority of the Finance Committee will be happy to consider a new proposal, submitted in a timely manner, including an adequate capital plan for all district facilities and funded in a way that is fair to all the towns.

Finance Committee Members:	Judy Cannon	Fred Guidi
	Nan Balmer	Brian Eastman
	John Knox	Sue Beyle

Finance Committee Minority Opinion:
We voted in favor of the debt exclusion and the opportunity to make needed replacements for the roof and windows of our more than 40 year-old regional high school, with 37.32% of the $6,529,186 cost to the four towns to be reimbursed by the State. We believe substantial deference is owed to the district superintendant and to his assessment that, for safety and maintenance reasons, replacements are needed now, or at least in

the very near future. This assessment was backed by State personnel who inspected the building to determine eligibility for the sizable State grant. The request leverages newly available State grant funds for "Green" projects, funds which we can't be sure will be available or awarded to the school at some future time of our choice, and at as good a reimbursement rate (37.32%), if we decide to delay the work. Costs undoubtedly will rise over time and proceeding with the project now makes the most economic sense for the four towns.

We fully appreciate, and we share the concerns of other members of the Finance Committee, about the absence of a long-range capital plan for the high school or an engineering study outlining the condition of the school plant. Those voting to recommend against this project understandably wish we were provided with more information against which to evaluate the need for this project and other capital improvements that might be needed in the near term. But, businesses and governments must often make judgments based on the facts available, and must decide whether the risks of delay or rejection are outweighed by the benefits of proceeding. We think this is such a case, especially where the welfare of the children of the participating towns is concerned.

Finance Committee Members: Russ French, Chair Steve Cole, Member

(2/3rds Majority vote required)

(Majority vote required)

ARTICLE 6

To see if the Town will vote to authorize and direct the Board of Selectmen to grant an easement appurtenant to and for the benefit of land now owned by Gary Wolf and Colleen Wolf, known as 500R Ocean View Drive and shown on Assessors Map 24 as Parcel 7, for the purposes of the use of that portion of an existing driveway located upon land of the Town known as Assessors Map 24, Parcel 031C, and for the construction, maintenance and use of a driveway within a portion of Cross Street, so-called, for access to and egress from the Wolf property to Ocean View Drive for house movement equipment and for all purposes for which driveways are used in the Town of Eastham, upon such terms and conditions as the Board of Selectmen shall establish, and to authorize and direct the Board of Selectmen to take any and all actions necessary or convenient therewith. Or to do or take any other action regarding the same.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 4-1
FINANCE COMMITTEE RECOMMENDATION: 5-0-1
(2/3rds Majority vote required)

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 30th day of August in the year of our Lord, Two Thousand and Eleven.

Linda S. Burt
Chair

Aimee Eckman
Vice Chair

Martin McDonald
Clerk

Wallace Adams

John Knight

BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

A True Copy Attest:

Lillian Lamperti

Lillian Lamperti, Town Clerk

Appendix 1
Nauset Regional School Project Debt Schedule

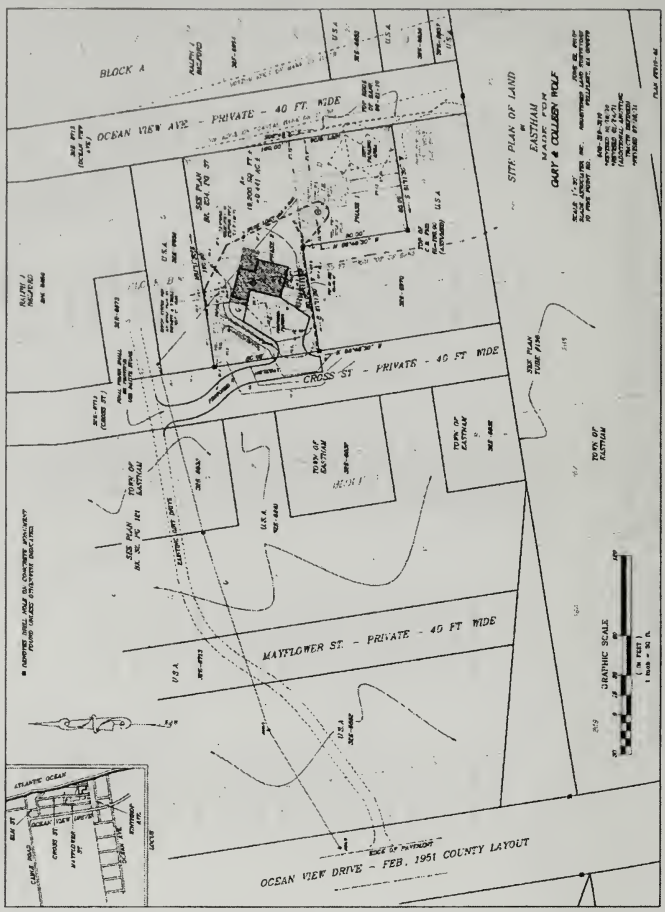
DEBT SCHEDULE EASTHAM SHARE OF
NAUSET REGIONAL SCHOOL ROOF AND WINDOW REPLACEMENT

FISCAL YEAR	YEAR	PRINCIPAL		INTEREST	GROSS	TAX IMPACT PER * $1,000	COST $455,140 HOUSE
13	1		$0.00	$16,128.82	$16,128.82	$0.0059	$2.71
14	2	$46,441.00	$0.00	$31,328.82	$77,769.82	$0.0284	$12.93
15	3	$40,000.00	$46,441.00	$29,600.00	$69,600.00	$0.0252	$11.45
16	4	$40,000.00	$86,441.00	$28,000.00	$68,000.00	$0.0243	$11.08
17	5	$40,000.00	$126,441.00	$26,400.00	$66,400.00	$0.0235	$10.71
18	6	$40,000.00	$166,441.00	$24,800.00	$64,800.00	$0.0227	$10.35
19	7	$40,000.00	$206,441.00	$23,200.00	$63,200.00	$0.0220	$10.00
20	8	$40,000.00	$246,441.00	$21,600.00	$61,600.00	$0.0212	$9.65
21	9	$40,000.00	$286,441.00	$20,000.00	$60,000.00	$0.0204	$9.30
22	10	$40,000.00	$326,441.00	$18,400.00	$58,400.00	$0.0197	$8.96
23	11	$40,000.00	$366,441.00	$16,800.00	$56,800.00	$0.0190	$8.63
24	12	$40,000.00	$406,441.00	$15,200.00	$55,200.00	$0.0183	$8.31
25	13	$40,000.00	$446,441.00	$13,600.00	$53,600.00	$0.0175	$7.99
26	14	$40,000.00	$486,441.00	$12,000.00	$52,000.00	$0.0169	$7.67
27	15	$40,000.00	$526,441.00	$10,400.00	$50,400.00	$0.0162	$7.36
28	16	$40,000.00	$566,441.00	$8,800.00	$48,800.00	$0.0155	$7.06
29	17	$40,000.00	$606,441.00	$7,200.00	$47,200.00	$0.0148	$6.76
30	18	$40,000.00	$646,441.00	$5,600.00	$45,600.00	$0.0142	$6.46
31	19	$40,000.00	$686,441.00	$4,000.00	$44,000.00	$0.0136	$6.18
32	20	$40,000.00	$726,441.00	$2,400.00	$42,400.00	$0.0129	$5.89
33	21	$40,000.00	$766,441.00	$800.00	$40,800.00	$0.0123	$5.61
		$806,441.00		**$336,257.64**	**$1,142,698.64**		$175.06

EASTHAM SHARE	**$806,441.00**	inc cost of bond issue
INTEREST RATE	**4.00%**	
2011 VALUATION	**$2,710,948,360.00**	
TOTAL LOAN AMOUNT	**$4,106,116.00**	

NOTES: * VALUES ARE INCREASED 1% PER YEAR AFTER 2012.

Appendix 2
Easement Plan for Wolf property



PROCEDURES FOR TOWN MEETING

In accordance with Section 2-8-2 of the Eastham Town Charter, the following proeedures will be followed:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.

2. Every registered voter wishing to speak at Town Meeting shall proceed to one of the available microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions-persons making the motion and persons required to attend under Section 2-8-1.

3. Eastham taxpayers who are not registered voters may only speak at Town Meeting if permitted by majority consent of voters. Consent will be requested when any non-resident has identified himself/herself in advance to the Moderator.

4. Registered voters will be seated first. Special seating may be available for non-registered parties; however, that seating will be made available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendanee. Voters who sit in the Non-Voter Section will not have their votes counted.

5. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion beeomes redundant in the opinion of the Moderator, or someone is reeognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town Meeting.

6. Votes may be taken by voice (Majority to be determined by the Moderator) or by a show of hands. Articles or motions requiring a 2/3 vote will be by hand count unless unanimous. It takes seven Town Meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand eount.

7. Only persons who have voted on the prevailing side may move to reconsider an article. Reconsideration of an artiele may occur only on the same night during which the article was eonsidered.

8. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.

9. The only persons allowed in the foyer at Town Meeting will be Registrars, Cheekers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

10. These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION

Minutes for the Special Town Meeting held September 20, 2011

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to vote on the following articles with actions as noted.

Moderator Schropfer acknowledged Gwen Pelletier's years served as the previous elected moderator.

The Moderator called the meeting to order at 7:30 p.m. with a quorum of 208 voters present. The Clerk read the call of Town Meeting.

The Moderator read a request by Selectman Eckman asking voters to approve a 6:00 p.m. opening for Town Meeting instead of 7:00 p.m.

Failed by Majority Voice Vote

Article 1. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from Free Cash so called, the sum of $20,000, to Article 13, May 2011 Annual Town Meeting Data Processing Line #2, to purchase a specialized program to streamline certain permitting and licensing activities in various departments.

Passed – Declared majority vote by Moderator

Article 2. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from available funds the sum of $60,000 to Article 12, May 2011 Annual Town Meeting Line 1, Selectmen/Administration Salary to pay the partial year salary of an Assistant Town Administrator.

Passed by majority vote
Count: 124 Yes 92 No

Article 3. A motion was made and seconded by the Board of Selectmen to amend the vote taken under Article 27, Annual Town Meeting May 2011, by changing the purpose for which the sum of $345,000 was transferred to the Eastham Affordable Housing Trust from being for the purchase of 3150 Herring Brook Road, to being for the purchase any other structure(s) for use as affordable housing as defined by the Commonwealth and consistent with the purposes as detailed in the Trust documents filed at the Barnstable County Registry of Deeds, and further that such purchase shall only proceed with the concurrence of the Board of Selectmen and the Community Preservation Committee.

Passed – Declared majority vote by Moderator

Article 4. A motion was made and seconded by the Board of Selectmen to appropriate the sum of $300,000 that reverted to the Housing Reserve Fund pursuant to the vote taken under Article 28, Annual Town Meeting May 2008, to the Eastham Housing Authority to permit the Housing Authority to purchase any affordable housing unit(s) on the condition that any purchase of real property, shall only proceed with the concurrence of the Board of Selectmen and the Community Preservation Committee, and under the following conditions:

1) proposed for execution an Affordable Housing Deed Restriction in the form approved by the Department of Housing and Community Development to run in perpetuity; and

2) enter into a grant agreement with the Town through the Community Preservation Committee; and
3) agree to return all unexpended funds to the Community Preservation Fund if an anticipated sale is not completed within three (3) years of this vote, in which case such uncommitted funds shall revert to the Community Preservation Housing Reserve Fund.

Passed – Declared majority vote by Moderator

Article 5. A motion was made and seconded by the Board of Selectmen to hereby approve the $6,529,186 borrowing authorized by the Nauset Regional School District, for the purpose of paying costs to replace the windows, exterior doors, and the roofs at Nauset Regional High School located at 100 Cable Road, Eastham MA 02642, including the payment of all costs incidental or related thereto (the "Project"), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the Nauset Regional School Committee.

That the Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities.

Provided further that any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of thirty-seven point thirty-two percent (37.32%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA, or take any action relative thereto.

Provided further that the approval of the District's borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59 Section 21C (proposition 2 ½): and that the amount of the borrowing authorized by the district shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA.

Town Counsel stated that a majority vote was needed, not the 2/3rds majority as printed in the warrant.

Passed – Declared majority vote by Moderator

Article 6. A motion was made by Selectman Eckman and also seconded to call Article 6 out of order.

Passed – Declared necessary 2/3 vote by Moderator

A request was made by a non-registered voter to be allowed to speak to this article.

The Moderator declared that a majority consent of voters allowed him to speak

A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to grant an easement appurtenant to and for the benefit of land now owned by Gary Wolf and Colleen Wolf, known as 500R Ocean View Drive and shown on Assessors May 24 as Parcel 7, for the purposes of the use of that portion of an existing driveway located upon land of the Town known as Assessors Map 24, Parcel 031C, and for the construction, maintenance and use of a driveway within a portion of Cross Street, so-called, for access to and egress from the Wolf property to Ocean View Drive for house movement equipment and for all purposes for which driveways are used in the Town of Eastham, upon such terms and conditions as the Board of Selectmen shall establish, and to authorize and direct the Board of Selectmen to take any and all actions necessary or convenient therewith. Or to do or take any other action regarding the same.

Passed – Declared 2/3 vote by Moderator

There were 229 voters present at the close of Town Meeting out of a possible 4,168.

There being no further action of Town Meeting, the Moderator declared Town Meeting dissolved at 9:15 p.m.

A True Copy Attest:

Lillian Lamperti

Lillian Lamperti
Town Clerk

Town of Eastham
Special Town Election
September 21, 2011

Pursuant to the provisions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following question and the result is as follows:

Question #1-

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so called, the amounts required to pay the Eastham's allocable share of the bond issued by the Nauset Regional School District for the purpose of paying costs to replace the windows, exterior doors, and the roofs at Nauset Regional High School located at 100 Cable Road, Eastham, MA including the payment of all costs incidental or related thereto?

Yes 456

No 176

The polls closed at 8:00 p.m. and the results of the election were announced and posted. There were 4168 voters registered for this election with 632 casting their ballots which represented 15% of the voters.

Shawn Shea served as Warden and James McMakin as Deputy Warden.

A true copy attest: Lillian Lamperti, Town Clerk Lillian Lamperti

EASTHAM VETERANS' SERVICES

In 2011 we were able to add an additional service officer to the Lower Cape operation. Harry Rae joined our staff and covers our Provincetown office as well as assisting Wil Remillard with the staffing of our Harwich office. As a result we have been able to increase our hours in Harwich to 9:00 AM to 4:00 PM Tuesday, Wednesday and Thursday. This has allowed us to respond to the increasing demand from our returning Iraq/Afghanistan veterans as well as the changing needs of our World War II, Korea, Vietnam and peacetime veterans.

In 2011 we provided local aid to a number of the town's needy veterans and widows. These benefits were reimbursed to the town at 75% by the Commonwealth. We also filed numerous claims with the Veterans Administration for service-connected disabilities for Eastham veterans and low income federal pensions for veterans and widows. Federal monies paid to Eastham veterans and widows in 2011 totaled in excess of one million dollars. These funds greatly reduced the demand on the Town's low income benefit funds.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar allowing us to inform the town's veterans and widows regarding their available benefits. The next seminar is scheduled for March 30, 2012 at the Senior Center.

Our objective is to be a one-stop center for all of the benefit needs of both veterans and their spouses and our staff works very hard to meet that goal. We are anxious and willing to assist with claims and information for the full range of available services.

We encourage any veteran or dependent of a veteran to contact us at 1-888-778-8701 Monday through Friday from 8:30 AM to 4:30 PM. We can also schedule appointments in one of our offices, in the Town Hall, at your home or any location that is best for you.

We would like to thank the Town Administrator, Treasurer and Town Accountant for their help.

In the Service of all Veterans,

Edward F. Merigan, Director and Veterans' Agent
Wilfred Remillar, Eastham Service Officer
Harry Rae, Lower Cape Service Officer

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

The Board continues to emphasize the improvement of opportunities for visitors and residents alike.

Band concerts on Monday nights at the Windmill Green continue to draw a large crowd of all ages and interest. We try to include various types of music to attract as many concert goers as possible. We bring back favorite groups from past years and try to introduce new musicians into the mix.

We are working to clean and reset the memorial bricks into a pathway with a center at the entrance to the gazebo. In conjunction with the Eastham Department of Public Works, we continue to enhance the green at the holidays and during the year. We have installed banners on Samoset and Brackett Roads for the summer months and added holiday banners this year.

The Eastham Forum Flower Islands group continues to get our support in the beautification of the traffic islands throughout town.

The Board was responsible replacing the outdoor map of Eastham located at the information booth. This colorful map is used by many visitors and tourists coming into our area, especially when the booth is closed.

Respectfully submitted,

Prudence Kerry, Chair

WATER MANAGEMENT COMMITTEE

In keeping with the Committee's charter, in 2011 the Committee monitored Town water resources condition and use, sought pond assessment advice, and advised Town Boards/Committees/Commissions, Town staff and the Board of Selectmen in three principal areas: water supply, wastewater, and freshwater pond water quality.

A Town-wide concern in the present and future is the increasing nitrogen concentration from septic discharge origin in private drinking water wells, a threat to human health and real estate values. Testing for nitrate nitrogen in well water continued in 2011 with 852, south sector samples processed for a total of 2978 samples in the 3 year, one-third of Town, 2009-2011 testing cycle, and now totaling 9,555 samples for the 9 year, 2003-2011 period. The results indicate: a slow increase in nitrate concentration, decrease in number of wells with the lowest range nitrate concentration, and local variations over time as groundwater moves. Nitrate nitrogen testing is used as an indicator of well drinking water quality.

This year the Town received news that the Nauset groundwater aquifer under the northeast sector of the Town and National Seashore lands contains sufficient water quantity and quality to meet Town needs for a municipal water supply to replace private wells. The Town consulting engineer reported that a combined-yield test involving three wells drilled earlier indicates a capability to supply daily and peak withdrawals estimated at 1 million gallons per day base use, 1.88 MGPD summer average, and 2.6 MGPD day peak, and to support a state permit application for water withdrawal.

By year's end Town Committees and the Board of Selectmen received, for public review and decision, a municipal water supply, preliminary plan to serve 6000-6300 lots at final construction, in six, two-year, sequential construction phases estimated to cost as much as $111 million. Initial phase, tower and pipeline construction places 75 percent of lots within 1000 feet of a fire hydrant bringing improved fire protection and lower insurance rates. The plan contains environmental impact, service priority, schedule, and financial information. Purchase of some water from the Orleans municipal supply is an option being considered. If found sufficient as a result of the review process, the next step for the plan is presentation to the citizens for approval and funding at the May 2012 Town meeting.

Throughout 2011 the Committee monitored Town and regional wastewater conditions and initiatives including: Massachusetts Estuary Project (MEP), Rock Harbor and Nauset Marsh/Town Cove reports publication, Orleans Comprehensive Wastewater Management Plan implementation, Tri-Town Septage Facility decommission, Dyer Prince Road Culvert upgrade, Massachusetts Estuary Project science challenge, and Rock Harbor Creek water use classification challenge. Also on going in 2011 is the law suit filed in Sep 2010 by the Conservation Law Foundation and Buzzards Bay Coalition against the US Environmental Protection Agency, Cape Cod Commission and Barnstable County for failure to enforce the US Clean Water Act.

In the future the state may require both Eastham and Orleans to reduce the amount of nitrogen entering the Rock Harbor and Nauset estuaries by groundwater discharged based on MEP reports and included Total Maximum Daily Load (TMDL) concentration findings. The state is re-examining Rock Harbor data and continuing analysis of Nauset Marsh conditions. Preliminary information indicates requirements

for a 79 percent nitrogen reduction for Rock Harbor and 55 percent for Nauset Marsh.

Consulting engineers for Eastham and Orleans indicate that a combined town/regional wastewater approach is less expensive and the Cape Cod Commission encourages a regional approach where applicable. The Commission approved the Orleans Comprehensive Wastewater Plan in Oct 2011 and Orleans intends to examine decentralization collection as a course of action in 2012.

Under an inter-municipal agreement Eastham, Brewster and Orleans operate the Tri-Town wastewater facility in Orleans which accepts truckloads of septage collected from residential and commercial septic tanks by commercial haulers for treatment. Citizens benefit by avoiding transport costs to facilities farther away. Orleans intends to withdraw from the agreement, demolish the facility, and construct a new centralized collection facility on the site as stated in the Orleans Comprehensive Wastewater Plan. Closing Tri-Town maximizes the original capital investment in the plant first operated in 1985 without incurring significant renovation costs otherwise due. Orleans may ask Eastham and Brewster to share the estimated $1.2 million demolition cost.

Water quality in a 10 acre marsh area in the Rock Creek estuary above Dyer Prince Road, Eastham is degraded by restricted tidal flows due to an undersized culvert. At present professional hydro geologists in government agencies are examining likely peak storm and flood protection flows, saltwater intrusion, and elevated groundwater levels with which to determine the appropriate replacement culvert size. The Town is a partner with county, state, and federal agencies to replace the culvert with federal marsh restoration funding, and hosted a public meeting to this end in December of 2011.

Tidal flow, once again after an estimated 100 years, began to flood an 11.5 acre, former salt marsh in the Sunken Meadow area of the Hatches Creek estuary in the northwest sector of Town on the boundary with Wellfleet. The Town Public Works and Natural Resources departments removed a 600 foot earth berm and 24 inch culvert, artifacts related to former commercial cranberry growing, in a project carried out with federal, salt marsh restoration funding.

In November an expert panel of marine scientist and engineers assembled by Barnstable County government affirmed the data and reasoning in the state MEP regulatory initiative. Doing so removed some uncertainty for Eastham and Orleans in creating a course of action(s) for improving water quality and achieving environmental compliance in the Rock Harbor estuary. A citizens group in the region had challenged the scientific reasoning in the Cape wide, MEP initiative.

Over the course of 2011 Town of Eastham and Barnstable County staff began to question the water quality use classification set for Rock Harbor estuary by the state. A less stringent water quality standard may apply, if classified lower. The present classification corresponds to use for swimming and other water contract activity in the estuary including the dredged, boat basin hosting commercial and sport fishing boats. Some see this as a mismatch needing revision before the state sets the estuary final TMDLs.

In late November the Town received recommendations to remediate water quality in 44-acre, Herring Pond with an alum (aluminum sulfate) application, and in 14 acre, Ministers/Schoolhouse Pond with enhanced mixing. A report, entitled Action

Plan for Town of Eastham Ponds, prepared by a freshwater pond consultant engaged in Jun 2011 to study the Town's 11 freshwater ponds, contains the recommendations and underlying assessment details. The consultant anticipates no natural water quality improvement and further decline in the ponds, and identifies the decline cause as excess plant nutrients from residential and commercial septic discharge. The Committee prepared the consultant contract, and also submitted an application for Community Preservation Act funding for the remediation. The remediation/preservation estimated cost is as much as $200,000.

The Committee recognizes for their contributions: members Meint Olthof, Vice Chair; Donald Nuendel; and Daniel Schwebach, who retired from the Committee in 2011.

Respectfully submitted,

Charles Harris, Chair

ZONING BOARD OF APPEALS

Meetings of the Zoning Board of Appeals (ZBA) were regularly held on the second Thursday of the month. Starting at mid-year, the meetings were held at 5pm, a change from 7pm.

The ZBA held eight public hearings in 2011, three of which were joint hearings with the Planning Board.

The ZBA considered twelve cases during 2011. They were applications for Special Permits and Variances as well as one request for a Display Permit. Eight applications were approved; one was denied; two were withdrawn; and one was continued at year's end,.

Three cases were considered at joint hearings of the ZBA and the Planning Board in 2011. Such joint hearings are held when possible in the case of a petitioner seeking both residential site plan review and a special permit. Scheduling precluded a joint hearing in one such instance. Both boards felt that the process went well and should be used in other cases.

Personnel: At the end of her term as Alternate, Kathryn Sette did not seek reappointment and was given the thanks of the Board for her long service as Member and as Alternate. Edward Schneiderhan was selected as Alternate.

At the Board's organizational meeting in July, the following officers were retained: Stephen Wasby as Chairman, Robert Sheldon as Vice-Chairman, and John Zazzaro as Clerk. The other ZBA Members are Richard Dill and George Reinhart and Alternate Robert "Bo" Finlay.

The ZBA had the able assistance of Planning Consultant Patrice Carson for the entire year.

Respectfully submitted,

Stephen L. Wasby, Chair

TOWN ACCOUNTANT

TOWN OF EASTHAM

Combined Balance Sheet-All Fund Types And Account Group

June 30, 2011

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
Assets	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Cash	3,928,965.59	5,708,396.13	1,502,337.17	1,600,670.27		12,740,369.16
Petty Cash	495.00					495.00
Investments						
Property Taxes Receivable:						
Real Estate	356,281.60					356,281.60
Personal Property	4,298.22					4,298.22
Land Bank/CPC	9,279.32					9,279.32
Reserved for Abatements/Exemptions	(131,277.42)					(131,277.42)
Other Accounts Receivable:	4,032.00			70,210.24		74,242.24
Motor Vehicle Excise Tax	104,158.18					104,158.18
Other Excise	5,229.00					5,229.00
Tax Liens	109,095.56	1,535.63				110,631.19
Accounts Receivable		132,908.01				132,908.01
Special Assessments		201,657.55				201,657.55
Departmental (Ambulance)		89,539.78				89,539.78
Intergovernmental						-
Deferred Taxes						
Tax Foreclosures	54,888.44					54,888.44
Amounts To Be Provided For Retirement Of Long Term Obligations					9,612,640.99	9,612,640.99
Total Assets	**4,445,445.49**	**6,134,037.10**	**1,502,337.17**	**1,670,880.51**	**9,612,640.99**	**23,365,341.26**

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
Liabilities and Fund Equity:	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Warrants payable	266,274.10					266,274.10
Net Payroll Payable	213,298.31					213,298.31
Payroll Withholdings	119,469.98					119,469.98
Firearms Payable	-					-
Other Liabilities	44.97					44.97
Deferred Revenue Real Estate	229,302.40					229,302.40
Deferred Revenue Other	286,682.50	425,640.97		70,210.24		782,533.71
Landfill Closure and Postclosure Care Costs						
Accrued Sick/vacation Liability					265,391.54	265,391.54
Leases Payable					467,891.40	467,891.40
Notes Payable-Current			3,150,000.00			3,150,000.00
Bonds Payable					8,879,358.05	8,879,358.05
Authorized & Unissued						-
Total Liabilities	**1,115,072.26**	**425,640.97**	**3,150,000.00**	**70,210.24**	**9,612,640.99**	**14,373,564.46**

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Liabilities and Fund Equity:						
Fund Equity:						
Fund Balances:						
Reserved:						
Reserved for Encumbrances	425,378.02					425,378.02
Reserved for Special Articles	936,701.55	308,643.72				1,245,345.27
Reserved for Expenditures	631,768.00					631,768.00
Reserved for Expend-Open Space		322,945.46				322,945.46
Reserved for Expend-Housing		62,122.00				62,122.00
Reserved for Expend-Historical		130,984.68				130,984.68
Reserved for Petty Cash						
Reserved for Over/Under Assessments						
Unreserved:						
Unreserved Appropriation Deficits						
Undesignated	1,336,525.66	4,883,700.27	(1,647,662.83)	1,600,670.27	-	6,173,233.37
Total Fund Equity	**3,330,373.23**	**5,708,396.13**	**(1,647,662.83)**	**1,600,670.27**	**-**	**8,991,776.80**
Total Liabilities and Fund Equity	**4,445,445.49**	**6,134,037.10**	**1,502,337.17**	**1,670,880.51**	**9,612,640.99**	**23,365,341.26**

Net Funded Fixed Debt
FY 2011

	BALANCE 7/1/2010	RETIRED	ADDITIONS	BALANCE 6/30/2011
Inside Debt Limit				
FIRE STATION	$ 900,000.00	$ 150,000.00		$ 750,000.00
ROACH PROPERTY	$ 150,000.00	$ 75,000.00		$ 75,000.00
PURCELL PROPERTY	$ 410,000.00	$ 35,000.00		$ 375,000.00
ASCHETTINO PROPERTY	$ 585,000.00	$ 45,000.00		$ 540,000.00
TITLE V MWPAT	$ 462,047.72	$ 66,489.67		$ 395,558.05
TITLE V MWPAT	$ 274,200.20	$ 20,400.20		$ 253,800.00
TRANSFER STATION	$ 480,000.00	$ 120,000.00		$ 360,000.00
ELEMENTARY SCHOOL	$ 6,540,000.00	$ 410,000.00		$ 6,130,000.00
				$ -
TOTAL BONDS AUTHORIZED	**$ 9,801,247.92**	**$ 921,889.87**		**$ 8,879,358.05**
TOTAL LONG TERM DEBT	**$ 9,801,247.92**	**$ 1,583,779.74**		**$ 8,879,358.05**

Revenue
June 30, 2011

	General	Community Preservation	Municipal Water Supply	Nonmajor Governmental Funds	Total Revenue
REVENUES					
REAL ESTATE AND PERSONAL PROPERTY TAXES	16,164,246				16,164,246
MOTOR VEHICLE AND OTHER EXCISE TAXES	643,798				643,798
HOTEL/MOTEL TAXES	257,820				257,820
TAX LIENS	34,059				34,059
IN LIEU OF TAXES	7,253				7,253
COMMUNITY PRESERVATION SURCHARGES	-	480,228			480,228
CHARGES FOR SERVICES				425,540	425,540
INTERGOVERNMENTAL	930,807	171,655		192,825	1,295,287
PENALTIES AND INTEREST ON TAXES	83,407				83,407
LICENSES, PERMITS AND FEES	373,834				373,834
FINES AND FORFEITURES	51,568				51,568
DEPARTMENTAL	1,615,841			305,538	1,921,379
CONTRIBUTIONS				45,252	45,252
INVESTMENT INCOME	17,892	10,754		5,999	34,645
TOTAL REVENUES	**20,180,525**	**662,637**	**-**	**975,154**	**21,818,316**

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
June 30, 2011

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	150.00		150.00	150.00	0.00
TOTAL MODERATOR	**150.00**		**150.00**	**150.00**	**0.00**
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00	4,500.00	3,000.00
ADMINISTRATION SALARY	258,178.00	5,802.00	263,980.00	259,961.89	4,018.11
ADMINISTRATION EXPENSE	15,275.00		15,275.00	10,838.72	4,436.28
ADMINISTRATION ENCUMBERED		2,190.00	2,190.00	2,155.26	34.74
TOTAL SPECIAL ARTICLES FOR FY2011	911,788.00	-80,557.00	831,231.00	609,170.25	222,060.75
CONTINUING APPROPRIATIONS		1,045,136.13	1,045,136.13	295,328.96	749,807.17
LEGAL SERVICES EXPENSE	65,000.00	18,000.00	83,000.00	80,350.79	2,649.21
LEGAL ENCUMBERED		2,250.00	2,250.00	2,250.00	0.00
TOWN REPORT	10,000.00		10,000.00	6,768.84	3,231.16
TOTAL SELECTMEN	**1,267,741.00**	**992,821.13**	**2,260,562.13**	**1,271,324.71**	**989,237.42**
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-35,061.61	29,938.39		29,938.39
TOTAL FINANCE COMMITTEE	**65,000.00**	**-35,061.61**	**29,938.39**	**0.00**	**29,938.39**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	111,454.00	1,190.00	112,644.00	102,858.89	9,785.11
EXPENSE	29,310.00		29,310.00	29,195.00	115.00
ENCUMBERED		500.00	500.00	500.00	0.00
TOTAL ACCOUNTANT	**140,764.00**	**1,690.00**	**142,454.00**	**132,553.89**	**9,900.11**
ASSESSORS					
SALARY	178,383.00	3,015.00	181,398.00	175,345.50	6,052.50
EXPENSE	25,865.00		25,865.00	19,667.66	6,197.34
TOTAL ASSESSORS	**204,248.00**	**3,015.00**	**207,263.00**	**195,013.16**	**12,249.84**
TREASURER/COLLECTOR					
TREASURER (ELECTED) SALARY	73,730.00		73,730.00	73,730.00	0.00
SALARY	104,323.00	2,555.00	106,878.00	100,681.30	6,196.70
EXPENSE	7,972.00		7,972.00	6,017.13	1,954.87
CERTIFICATION OF NOTES	200.00		200.00	0.00	200.00
TAX TITLE/FORECLOSURE	5,000.00		5,000.00	5,000.00	0.00
BANK CHARGES	2,500.00		2,500.00	1,947.66	552.34
TOTAL TREAS/COLLECTOR	**193,725.00**	**2,555.00**	**196,280.00**	**187,376.09**	**8,903.91**
DATA PROCESSING					
SALARY	86,687.00	1,540.00	88,227.00	82,405.52	5,821.48
EXPENSE	98,220.00	15,000.00	113,220.00	113,220.00	0.00
ENCUMBERED		7,121.48	7,121.48	7,121.48	0.00
TOTAL DATA PROCESSING	**184,907.00**	**23,661.48**	**208,568.48**	**202,747.00**	**5,821.48**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	51,213.00		51,213.00	49,183.98	2,029.02
ENCUMBERED		2,342.38	2,342.38	2,333.20	9.18
TOTAL CENTRAL PURCHASING	**51,213.00**	**2,342.38**	**53,555.38**	**51,517.18**	**2,038.20**
TOWN CLERK					
SALARY-ELECTED	61,610.00		61,610.00	61,610.00	0.00
SALARY	78,592.00	1,430.00	80,022.00	80,008.70	13.30
EXPENSE	8,175.00		8,175.00	5,498.57	2,676.43
ENCUMBERED		1,350.00	1,350.00	0.00	1,350.00
TOTAL TOWN CLERK	**148,377.00**	**2,780.00**	**151,157.00**	**147,117.27**	**4,039.73**
NATURAL RESOURCES					
SALARY	251,716.00	4,865.00	256,581.00	240,753.47	15,827.53
EXPENSE	27,652.00		27,652.00	22,761.57	4,890.43
CAPITAL			0.00	0.00	0.00
TOTAL NATURAL RESOURCES	**279,368.00**	**4,865.00**	**284,233.00**	**263,515.04**	**20,717.96**
PLANNING					
SALARY	58,107.00	890.00	58,997.00	39,587.00	19,410.00
EXPENSE	2,038.00		2,038.00	618.93	1,419.07
ENCUMBERED		124.00	124.00	0.00	124.00
TOTAL PLANNING	**60,145.00**	**1,014.00**	**61,159.00**	**40,205.93**	**20,953.07**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	132,446.00	2,255.00	134,701.00	134,418.04	282.96
EXPENSE	82,720.00		82,720.00	82,561.88	158.12
ENCUMBERED		20,000.00	20,000.00	19,977.28	22.72
BULK FUEL	187,000.00		187,000.00	150,530.72	36,469.28
TOTAL BUILDINGS/GROUNDS	**402,166.00**	**22,255.00**	**424,421.00**	**387,487.92**	**36,933.08**
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00		1,000.00
EXPENSE	3,000.00		3,000.00	2,200.00	800.00
TOTAL ENGINEERING & CONSULTING	**4,000.00**	**0.00**	**4,000.00**	**2,200.00**	**1,800.00**
POLICE					
SALARY	1,181,972.00	24,058.00	1,206,030.00	1,202,301.12	3,728.88
EXPENSE	158,815.00		158,815.00	155,146.55	3,668.45
ENCUMBERED		5,938.23	5,938.23	5,938.23	0.00
DISPATCHER SALARY	277,220.00	1,600.00	278,820.00	276,565.21	2,254.79
DISPATCHER EXPENSE	6,550.00		6,550.00	5,507.89	1,042.11
TOTAL POLICE	**1,624,557.00**	**31,596.23**	**1,656,153.23**	**1,645,459.00**	**10,694.23**
FIRE					
SALARY	1,584,195.00	5,950.00	1,590,145.00	1,529,119.34	61,025.66
EXPENSE	112,941.00		112,941.00	104,705.39	8,235.61
CAPITAL	70,476.00		70,476.00	70,475.95	0.05
TOTAL FIRE	**1,767,612.00**	**5,950.00**	**1,773,562.00**	**1,704,300.68**	**69,261.32**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	103,275.00	4,425.00	107,700.00	101,226.25	6,473.75
EXPENSE	4,810.00		4,810.00	4,670.43	139.57
GAS/PLUMBING INSPECTOR SALARY	30,391.00		30,391.00	30,300.00	91.00
WIRING INSPECTOR SALARY	39,000.00		39,000.00	38,000.00	1,000.00
TOTAL BUILDING INSPECTOR	**177,476.00**	**4,425.00**	**181,901.00**	**174,196.68**	**7,704.32**
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	**100.00**		**100.00**	**0.00**	**100.00**
TREE WARDEN					
EXPENSE	420.00		420.00	65.00	355.00
TOTAL TREE WARDEN	**420.00**		**420.00**	**65.00**	**355.00**
HARBORS & LANDINGS					
SALARY	6,720.00		6,720.00	4,336.50	2,383.50
EXPENSE	1,357.00		1,357.00	1,013.50	343.50
TOTAL HARBORS & LANDINGS	**8,077.00**		**8,077.00**	**5,350.00**	**2,727.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,339,363.00		3,339,363.00	2,952,443.17	386,919.83
ELEMENTARY SCHOOL ENCUMBERED		346,070.63	346,070.63	345,794.44	276.19
ARTICLES CARRIED FORWARD		4,428.27	4,428.27	0.00	4,428.27
NAUSET OPERATING ASSESSMENTS	3,489,481.00		3,489,481.00	3,489,481.00	0.00
CAPE COD REGIONAL TECHNICAL HS	147,502.00		147,502.00	147,502.00	0.00
TOTAL EDUCATION	**6,976,346.00**	**350,498.90**	**7,326,844.90**	**6,935,220.61**	**391,624.29**
DPW					
SALARY	454,426.00	6,370.00	460,796.00	453,239.21	7,556.79
EXPENSE	112,172.00		112,172.00	112,172.00	0.00
CAPITAL	86,116.00		86,116.00	86,115.16	0.84
ENCUMBERED		44,518.80	44,518.80	44,518.80	0.00
TOTAL DPW	**652,714.00**	**50,888.80**	**703,602.80**	**696,045.17**	**7,557.63**
SNOW AND ICE					
SALARY	31,327.00		31,327.00	26,460.91	4,866.09
EXPENSE	16,500.00	18,519.00	35,019.00	34,918.87	100.13
TOTAL SNOW AND ICE	**47,827.00**	**18,519.00**	**66,346.00**	**61,379.78**	**4,966.22**
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	6,974.26	625.74
TOTAL STREETLIGHTING	**7,600.00**	**0.00**	**7,600.00**	**6,974.26**	**625.74**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COLLECTION/DISPOSAL					
SALARY	151,382.00	2,250.00	153,632.00	141,163.67	12,468.33
EXPENSE	312,207.00		312,207.00	231,407.95	80,799.05
CAPITAL	15,706.00		15,706.00	15,706.00	0.00
ENCUMBERED		11,749.70	11,749.70	11,545.34	204.36
TOTAL COLLECTION/DISPOSAL	**479,295.00**	**13,999.70**	**493,294.70**	**399,822.96**	**93,471.74**
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	17,572.00		17,572.00	17,526.95	45.05
BENEFITS	9,000.00		9,000.00	8,291.25	708.75
TOTAL VETERANS	**26,647.00**		**26,647.00**	**25,893.20**	**753.80**
HEALTH					
SALARY	176,275.00	2,760.00	179,035.00	169,740.95	9,294.05
EXPENSE	18,835.00		18,835.00	11,149.97	7,685.03
NURSE	5,000.00		5,000.00	3,620.00	1,380.00
ENCUMBERED		650.00	650.00	234.00	416.00
INSPECTION OF ANIMALS	250.00		250.00	250.00	0.00
TOTAL HEALTH	**200,360.00**	**3,410.00**	**203,770.00**	**184,994.92**	**18,775.08**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	274,223.00	4,252.00	278,475.00	264,455.84	14,019.16
EXPENSE	32,920.00		32,920.00	28,517.23	4,402.77
ENCUMBERED		2,570.00	2,570.00	2,263.52	306.48
TOTAL COUNCIL ON AGING	**307,143.00**	**6,822.00**	**313,965.00**	**295,236.59**	**18,728.41**
HUMAN SERVICES					
EXPENSE	53,500.00		53,500.00	53,500.00	0.00
TOTAL HUMAN SERVICES	**53,500.00**		**53,500.00**	**53,500.00**	**0.00**
LIBRARY					
SALARY	200,870.00	3,255.00	204,125.00	204,125.00	0.00
EXPENSE	72,760.00		72,760.00	72,738.06	21.94
ENCUMBERED		846.86	846.86	846.86	0.00
TOTAL LIBRARY	**273,630.00**	**4,101.86**	**277,731.86**	**277,709.92**	**21.94**
BEACH					
SALARY	237,185.00	2,095.00	239,280.00	235,234.27	4,045.73
EXPENSE	76,054.00		76,054.00	72,742.07	3,311.93
ENCUMBERED					
TOTAL BEACH	**313,239.00**	**2,095.00**	**315,334.00**	**307,976.34**	**7,357.66**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PRINCIPAL AND INTEREST					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
LANDFILL CAPPING PRINCIPAL	66,490.00		66,490.00	66,489.67	0.33
ROACH PROPERTY PRINCIPAL	75,000.00		75,000.00	75,000.00	0.00
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,401.00		20,401.00	20,400.20	0.80
PURCELL LAND PRINCIPAL	35,000.00		35,000.00	35,000.00	0.00
INTEREST ON LONG TERM DEBT	376,064.00	2,061.61	378,125.61	378,125.61	0.00
INTEREST EXPENSE	10,000.00		10,000.00	10,000.00	0.00
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
TOTAL DEBT	**1,262,955.00**	**2,061.61**	**1,265,016.61**	**1,265,015.48**	**1.13**
ASSESSMENTS					
COUNTY	201,746.00		201,746.00	201,746.00	0.00
STATE	244,358.00		244,358.00	244,358.00	0.00
TOTAL COUNTY/STATE ASSESSMENTS	**446,104.00**		**446,104.00**	**446,104.00**	**0.00**
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	12,350.54	1,149.46
RETIREMENT ASSESSMENT	1,029,701.00		1,029,701.00	1,009,495.00	20,206.00
UNEMPLOYMENT	10,000.00		10,000.00	8,409.03	1,590.97
HEALTH INSURANCE- TOWN SHARE	1,686,600.00		1,686,600.00	1,670,357.75	16,242.25
MEDICARE-TOWN SHARE	105,900.00		105,900.00	108,872.61	-2,972.61
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	300,141.07	25,458.93
TOTAL BENEFITS AND INSURANCE	**3,171,301.00**	**0.00**	**3,171,301.00**	**3,109,626.00**	**61,675.00**
TOTAL BUDGET	**20,798,707.00**	**1,516,305.48**	**22,315,012.48**	**20,476,078.78**	**1,838,933.70**

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
December 31, 2011

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	150.00		150.00	0.00	150.00
TOTAL MODERATOR	**150.00**	**0.00**	**150.00**	**0.00**	**150.00**
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00	2,250.00	5,250.00
ADMINISTRATION SALARY	269,785.00	65,400.00	335,185.00	126,502.14	208,682.86
ADMINISTRATION EXPENSE	15,275.00		15,275.00	5,005.50	10,269.50
ENCUMBERED		4,000.00	4,000.00	1,797.95	2,202.05
TOTAL ARTICLES FOR FY2012	872,041.00		872,041.00	178,969.79	693,071.21
CONTINUING APPROPRIATIONS		794,743.28	794,743.28	145,992.94	648,750.34
LEGAL SERVICES EXPENSE	65,000.00		65,000.00	29,836.82	35,163.18
TOWN REPORT	8,050.00		8,050.00		8,050.00
TOTAL SELECTMEN	**1,237,651.00**	**864,143.28**	**2,101,794.28**	**490,355.14**	**1,611,439.14**
FINANCE COMMITTEE					
RESERVE FUND	65,000.00		65,000.00		65,000.00
TOTAL FINANCE COMMITTEE	**65,000.00**	**0.00**	**65,000.00**	**0.00**	**65,000.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	115,974.00	3,500.00	119,474.00	51,033.59	68,440.41
EXPENSE	29,310.00		29,310.00	29,110.00	200.00
TOTAL ACCOUNTANT	**145,284.00**	**3,500.00**	**148,784.00**	**80,143.59**	**68,640.41**
ASSESSORS					
SALARY	185,594.00		185,594.00	79,311.47	106,282.53
EXPENSE	25,865.00		25,865.00	1,597.74	24,267.26
TOTAL ASSESSORS	**211,459.00**	**0.00**	**211,459.00**	**80,909.21**	**130,549.79**
TREASURER/COLLECTOR					
TREASURER (ELECTED) SALARY	76,680.00		76,680.00	38,339.99	38,340.01
SALARY	109,377.00		109,377.00	43,582.84	65,794.16
EXPENSE	7,877.00		7,877.00	2,494.78	5,382.22
CERTIFICATION OF NOTES	200.00		200.00		200.00
TAX TITLE/FORECLOSURE	5,000.00		5,000.00	200.00	4,800.00
BANK CHARGES	2,100.00		2,100.00	1,088.33	1,011.67
TOTAL TREAS/COLLECTOR	**201,234.00**	**0.00**	**201,234.00**	**85,705.94**	**115,528.06**
DATA PROCESSING					
SALARY	90,854.00	3,100.00	93,954.00	42,899.74	51,054.26
EXPENSE	107,931.00		107,931.00	37,394.84	70,536.16
TOTAL DATA PROCESSING	**198,785.00**	**3,100.00**	**201,885.00**	**80,294.58**	**121,590.42**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	56,214.00		56,214.00	24,699.68	31,514.32
ENCUMBERED		200.00	200.00	200.00	0.00
TOTAL CENTRAL PURCHASING	**56,214.00**	**200.00**	**56,414.00**	**24,899.68**	**31,514.32**
TOWN CLERK					
SALARY-ELECTED	64,075.00		64,075.00	32,037.46	32,037.54
SALARY	85,617.00	2,300.00	87,917.00	38,964.96	48,952.04
EXPENSE	8,175.00		8,175.00	649.62	7,525.38
ENCUMBERED		2,669.00	2,669.00	1,319.00	1,350.00
TOTAL TOWN CLERK	**157,867.00**	**4,969.00**	**162,836.00**	**72,971.04**	**89,864.96**
NATURAL RESOURCES					
SALARY	267,553.00	7,250.00	274,803.00	114,804.59	159,998.41
EXPENSE	28,686.00		28,686.00	7,349.19	21,336.81
CAPITAL 1	1,455.00		11,455.00	11,454.11	0.89
TOTAL NATURAL RESOURCES	**307,694.00**	**7,250.00**	**314,944.00**	**133,607.89**	**181,336.11**
PLANNING					
SALARY	58,890.00	1,350.00	60,240.00	10,797.50	49,442.50
EXPENSE	1,915.00		1,915.00	143.50	1,771.50
ENCUMBERED		25.00	25.00		25.00
TOTAL PLANNING	**60,805.00**	**1,375.00**	**62,180.00**	**10,941.00**	**51,239.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	136,918.00	4,500.00	141,418.00	64,832.24	76,585.76
EXPENSE	82,551.00		82,551.00	44,791.77	37,759.23
CAPITAL	9,527.00		9,527.00	9,526.31	0.69
BULK FUEL	177,000.00		177,000.00	65,733.88	111,266.12
TOTAL BUILDINGS/GROUNDS	**405,996.00**	**4,500.00**	**410,496.00**	**184,884.20**	**225,611.80**
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00		1,000.00
EXPENSE	3,000.00		3,000.00		3,000.00
ENCUMBERED		800.00	800.00	750.00	50.00
TOTAL ENGINEERING & CONSULTING	**4,000.00**	**800.00**	**4,800.00**	**750.00**	**4,050.00**
POLICE					
SALARY	1,258,045.00	45,000.00	1,303,045.00	610,246.49	692,798.51
EXPENSE	159,347.00		159,347.00	110,015.28	49,331.72
CAPITAL	9,564.00		9,564.00	9,563.51	0.49
DISPATCHER SALARY	285,970.00	12,000.00	297,970.00	143,065.90	154,904.10
DISPATCHER EXPENSE	2,700.00		2,700.00	301.82	2,398.18
TOTAL POLICE	**1,715,626.00**	**57,000.00**	**1,772,626.00**	**873,193.00**	**899,433.00**
FIRE					
SALARY	1,546,749.00	37,000.00	1,583,749.00	750,246.06	833,502.94
EXPENSE	121,875.00		121,875.00	62,033.31	59,841.69
CAPITAL	131,830.00		131,830.00	131,829.02	0.98
TOTAL FIRE	**1,800,454.00**	**37,000.00**	**1,837,454.00**	**944,108.39**	**893,345.61**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	118,285.00	3,700.00	121,985.00	59,626.34	62,358.66
EXPENSE	4,810.00		4,810.00	2,098.96	2,711.04
GAS/PLUMBING INSPECTOR SALARY	30,392.00	1,000.00	31,392.00	15,500.03	15,891.97
WIRING INSPECTOR SALARY	39,520.00		39,520.00	19,300.02	20,219.98
TOTAL BUILDING INSPECTOR	**193,007.00**	**4,700.00**	**197,707.00**	**96,525.35**	**101,181.65**
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	**100.00**	**0.00**	**100.00**	**0.00**	**100.00**
TREE WARDEN					
EXPENSE	420.00	0.00	420.00	0.00	420.00
TOTAL TREE WARDEN	**420.00**	**0.00**	**420.00**	**0.00**	**420.00**
HARBORS & LANDINGS					
SALARY	6,720.00		6,720.00	3,356.50	3,363.50
TOTAL HARBORS & LANDINGS	**6,720.00**	**0.00**	**6,720.00**	**3,356.50**	**3,363.50**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,423,435.00	-74,000.00	3,349,435.00	1,073,411.27	2,276,023.73
ELEMENTARY SCHOOL ENCUMBERED		375,804.23	375,804.23	372,322.33	3,481.90
ARTICLES CARRIED FORWARD		4,428.27	4,428.27		4,428.27
NAUSET OPERATING ASSESSMENTS	3,523,509.00		3,523,509.00	1,761,754.50	1,761,754.50
CAPE COD REGIONAL TECHNICAL HS	197,801.00		197,801.00	118,681.00	79,120.00
TOTAL EDUCATION	**7,144,745.00**	**306,232.50**	**7,450,977.50**	**3,326,169.10**	**4,124,808.40**
DPW					
SALARY	449,410.00	15,180.00	464,590.00	213,335.95	251,254.05
EXPENSE	111,074.00		111,074.00	36,723.07	74,350.93
CAPITAL	114,061.00		114,061.00	114,059.68	1.32
TOTAL DPW	**674,545.00**	**15,180.00**	**689,725.00**	**364,118.70**	**325,606.30**
SNOW AND ICE					
SALARY	31,328.00		31,328.00		31,328.00
EXPENSE	16,500.00		16,500.00	6,159.99	10,340.01
TOTAL SNOW AND ICE	**47,828.00**	**0.00**	**47,828.00**	**6,159.99**	**41,668.01**
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	2,842.65	4,757.35
TOTAL STREETLIGHTING	**7,600.00**	**0.00**	**7,600.00**	**2,842.65**	**4,757.35**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COLLECTION/DISPOSAL					
SALARY	158,135.00		158,135.00	77,130.50	81,004.50
EXPENSE	301,833.00		301,833.00	130,080.81	171,752.19
CAPITAL	15,707.00		15,707.00	15,706.00	1.00
ENCUMBERED		7,259.00	7,259.00	2,259.00	5,000.00
TOTAL COLLECTION/DISPOSAL	**475,675.00**	**7,259.00**	**482,934.00**	**225,176.31**	**257,757.69**
VETERANS					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	17,885.00		17,885.00	17,884.33	0.67
BENEFITS	9,000.00		9,000.00	4,088.66	4,911.34
TOTAL VETERANS	**26,960.00**	**0.00**	**26,960.00**	**21,972.99**	**4,987.01**
HEALTH					
SALARY	165,034.00	1,000.00	166,034.00	74,732.30	91,301.70
EXPENSE	18,841.00		18,841.00	5,499.04	13,341.96
NURSE	4,000.00		4,000.00	956.25	3,043.75
ENCUMBERED		6,568.96	6,568.96	2,845.53	3,723.43
INSPECTION OF ANIMALS	250.00		250.00	226.00	24.00
TOTAL HEALTH	**188,125.00**	**7,568.96**	**195,693.96**	**84,259.12**	**111,434.84**
COUNCIL ON AGING					
SALARY	269,353.00	7,000.00	276,353.00	124,577.85	151,775.15
EXPENSE	31,835.00		31,835.00	11,009.78	20,825.22
TOTAL COUNCIL ON AGING	**301,188.00**	**7,000.00**	**308,188.00**	**135,587.63**	**172,600.37**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
HUMAN SERVICES					
EXPENSE	60,000.00		60,000.00	19,000.00	41,000.00
TOTAL HUMAN SERVICES	**60,000.00**	**0.00**	**60,000.00**	**19,000.00**	**41,000.00**
LIBRARY					
SALARY	207,520.00		207,520.00	91,362.49	116,157.51
EXPENSE	75,061.00		75,061.00	28,436.35	46,624.65
TOTAL LIBRARY	**282,581.00**	**0.00**	**282,581.00**	**119,798.84**	**162,782.16**
BEACH					
SALARY	241,047.00	8,250.00	249,297.00	167,739.25	81,557.75
EXPENSE	64,969.00		64,969.00	38,910.39	26,058.61
ENCUMBERED		1,784.40	1,784.40	1,784.40	0.00
TOTAL BEACH	**306,016.00**	**10,034.40**	**316,050.40**	**208,434.04**	**107,616.36**
PRINCIPAL AND INTEREST					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
LANDFILL CAPPING PRINCIPAL	66,540.00		66,540.00	66,539.58	0.42
ROACH PROPERTY PRINCIPAL	75,000.00		75,000.00		75,000.00
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,401.00		20,401.00	20,400.00	1.00
ASCHETTINO/PURCELL LAND PRINCIPAL	35,000.00		35,000.00		35,000.00
ELEMENTARY SCHOOL	410,000.00		410,000.00	410,000.00	0.00
INTEREST ON LONG TERM DEBT	341,059.00		341,059.00	176,083.75	164,975.25
INTEREST EXPENSE	10,000.00		10,000.00	10,000.00	0.00
TOTAL DEBT	**1,228,000.00**	**0.00**	**1,228,000.00**	**953,023.33**	**274,976.67**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	211,606.00		211,606.00	105,803.00	105,803.00
STATE	241,559.00		241,559.00	49,102.00	192,457.00
TOTAL COUNTY/STATE ASSESSMENTS	**453,165.00**	**0.00**	**453,165.00**	**154,905.00**	**298,260.00**
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	5,563.51	7,936.49
ENCUMBERED		808.50	808.50		808.50
RETIREMENT ASSESSMENT	1,062,493.00		1,062,493.00	1,062,493.00	0.00
UNEMPLOYMENT	10,000.00		10,000.00	4,454.89	5,545.11
HEALTH INSURANCE- TOWN SHARE	1,861,176.00		1,861,176.00	900,938.41	960,237.59
MEDICARE-TOWN SHARE	113,400.00		113,400.00	53,481.06	59,918.94
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	284,090.28	41,509.72
ENCUMBERED		25,458.93	25,458.93	2,645.00	22,813.93
TOTAL BENEFITS AND INSURANCE	**3,386,169.00**	**26,267.43**	**3,412,436.43**	**2,313,666.15**	**1,098,770.28**
TOTAL BUDGET	**21,351,063.00**	**1,368,079.57**	**22,719,142.57**	**11,097,759.36**	**11,621,383.21**

TREASURER'S CASH
June 30, 2011

Cash & Checks in Office	$	150
Non-Interest Bearing Checking Accounts	$	-
Interest Bearing Checking Accounts	$	38
Liquid Investments	$	11,152,284
Trust Funds	$	1,587,897
Total All Cash and Investments	**$**	**12,740,369**

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

TRUST FUNDS
June 30, 2011

FUND NAME	EXPENDABLE	NON-EXPENDABLE	BALANCE 6/30/11
Timothy Smith Fund	$ 204,540.32	$ 50,000.00	$ 254,540.32
Olde Wind Grist Mill	$ 5,035.34	$ 5,500.00	$ 10,535.34
Town Hall Fund	$ 2,867.77	$ 1,400.00	$ 4,267.77
World War I Memorial Fund	$ 1,206.26	$ 268.38	$ 1,474.64
Maurice Wiley Scholarship Fund	$ 3,688.67	$ 2,040.00	$ 5,728.67
Mercy Mines Cemetery Fund	$ 818.76	$ 50.00	$ 868.76
Frank O. Daniels Cemetery Fund	$ 60.54	$ 50.00	$ 110.54
Eastham Grange Educational Aid	$ 11,988.80	$ -	$ 11,988.80
Affordable Housing Trust	$ 327,593.85	$ -	$ 327,593.85
Stabilization	$ 176,371.43	$ -	$ 176,371.43
Library Trustees Interest Account	$ 688,559.74	$ -	$ 688,559.74
Library Trustees Memorial Fund	$ 14,587.13	$ 47,710.31	$ 62,297.44
Eugenia & Andrew Merrill Memorial Fund	$ 695.90	$ 500.00	$ 1,195.90
Robert C. Billings Memorial Fund	$ 6,240.86	$ 14,000.00	$ 20,240.86
Thomas R. Cawley Memorial Fund	$ 1,352.15	$ 1,275.00	$ 2,627.15
Gertrude D. Nason Memorial Fund	$ 2,603.18	$ 2,500.00	$ 5,103.18
Gertrude P. Zollinger Memorial Fund	$ 988.98	$ 1,000.00	$ 1,988.98
Robert W. Sparrow Memorial Fund	$ 169.48	$ 8,162.00	$ 8,331.48
Capt. Cyrus H. Campbell Memorial Fund	$ 646.98	$ 1,000.00	$ 1,646.98
Vivian Andrist Memorial Fund	$ 135.37	$ 2,290.00	$ 2,425.37

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

COLLECTOR'S REPORT
OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2010	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2011
REAL ESTATE						
2009	$ 35,018	$ -	$ (131)	$ 8,060	$ 27,089	$ -
2010	$ 322,405	$ -	$ 1,434	$ 33,145	$ 241,640	$ 46,186
2011	$ -	$ 16,158,595	$ 109,091	$ -	$ 15,739,380	$ 310,124
CPA						
2009	$ 757	$ -	$ -	$ 233	$ 524	$ -
2010	$ 8,547	$ -	$ 43	$ 994	$ 6,477	$ 1,033
2011	$ -	$ 484,746	$ 3,259	$ -	$ 473,241	$ 8,246
PERSONAL PROPERTY						
Prior Years	$ 428	$ -	$ -	$ -	$ -	$ 428
2005	$ 37	$ -	$ -	$ -	$ 37	$ -
2006	$ 95	$ -	$ -	$ -	$ 95	$ -
2007	$ 24	$ -	$ 27	$ -	$ 45	$ 6
2008	$ 149	$ -	$ 28	$ -	$ 70	$ 51
2009	$ 390	$ -	$ -	$ -	$ 315	$ 75
2010	$ 3,197	$ -	$ -	$ -	$ 2,814	$ 383
2011	$ -	$ 154,497	$ 264	$ -	$ 150,878	$ 3,355

COLLECTOR'S REPORT
OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2010	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2011
Motor Vehicle & Boat Excise					
1990	$ 1,662	$ -	$ 15	$ -	$ 1,647
1991	$ 1,848	$ -	$ -	$ -	$ 1,848
1992	$ 1,549	$ -	$ -	$ -	$ 1,549
1993	$ 902	$ -	$ -	$ -	$ 902
1994	$ 1,115	$ -	$ -	$ -	$ 1,115
1995	$ 1,880	$ -	$ 1,040	$ -	$ 839
1996	$ 2,404	$ -	$ 950	$ -	$ 1,454
1997	$ 1,624	$ -	$ 233	$ 20	$ 1,371
1998	$ 2,001	$ -	$ 363	$ 70	$ 1,568
1999	$ 1,691	$ -	$ 203	$ 70	$ 1,418
2000	$ 2,956	$ -	$ 256	$ 25	$ 2,675
2001	$ 2,444	$ -	$ 192	$ 20	$ 2,232
2002	$ 2,809	$ -	$ 188	$ 15	$ 2,606
2003	$ 2,302	$ -	$ 50	$ -	$ 2,252
2004	$ 2,740	$ -	$ -	$ 101	$ 2,639
2005	$ 2,674	$ -	$ -	$ 122	$ 2,552
2006	$ 3,754	$ -	$ -	$ 261	$ 3,493
2007	$ 2,460	$ -	$ -	$ 183	$ 2,278
2008	$ 4,103	$ -	$ -	$ 811	$ 3,293
2009	$ 8,362	$ 168	$ 269	$ 3,033	$ 5,228
2010	$ 33,247	$ 71,573	$ 6,541	$ 89,946	$ 8,333
2011	$ -	$ 616,322	$ 10,855	$ 554,037	$ 51,431

SALARIES/WAGES
Paid in FY 2011

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Selectmen					
Adams, Wallace	$ -				$ -
Burt, Linda	$ -				$ -
Eckman, Aimee	$ 1,500.00				$ 1,500.00
McDonald, Martin	$ 1,500.00				$ 1,500.00
Knight, John	$ 1,500.00				$ 1,500.00
					$ 4,500.00
Moderator					
Pelletier, Gwendolyn	$ 150.00				$ 150.00
					$ 150.00
Administration					
Anderson, Madeleine	$ 17,377.70				$ 17,377.70
Atwood, Edward	$ 6,593.35				$ 6,593.35
Connors, Marcia	$ 678.45				$ 678.45
Roberts, Linda	$ 571.33				$ 571.33
Shaw, Elizabeth	$ 48,194.04				$ 48,194.04
Simkins, Stephanie	$ 682.41				$ 682.41
Speros, Lorraine	$ 48,935.82				$ 48,935.82
Vanderhoef, Sheila	$ 134,517.11		$ 2,500.00	$ 480.00	$ 137,497.11
					$ 260,530.21
Videography					
Atwood, Edward	$ 550.00				$ 550.00
Langelier, Kevin	$ 15,337.14				$ 15,337.14
Shaw, Elizabeth	$ 450.00				$ 450.00
					$ 16,337.14

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Assessing					
Eyestone, Belinda	$ 43,576.06				$ 43,576.06
McAleer, Gail	$ 79,868.84				$ 79,868.84
Nicholson, Cynthia	$ 40,804.44				$ 40,804.44
Porteus, Sherri	$ 10,466.82				$ 10,466.82
					$ 174,716.16
Town Accountant Office					
Donahue, Noreen	$ 55,806.45				$ 55,806.45
Rommelmeyer, Diane	$ 46,515.46				$ 46,515.46
					$ 102,321.91
Treasurer/Tax Collector					
Finlay, Victoria	$ 43,443.42		$ 600.00		$ 44,043.42
Johnson-Oliver, Sandra	$ 45,827.60				$ 45,827.60
Plante, Joan	$ 73,730.00				$ 73,730.00
Porteus, Sherri	$ 10,466.82				$ 10,466.82
					$ 174,067.84
Data Processing					
Slavin, Jack	$ 70,871.86				$ 70,871.86
					$ 70,871.86
Town Clerk's Office					
Fischer, Susanne	$ 40,804.40			$ 582.92	$ 41,387.32
Lamperti, Lillian	$ 61,610.00			$ 300.00	$ 61,910.00
O'Shea, Mary Beth	$ 35,289.82			$ 77.56	$ 35,367.38
					$ 138,664.70

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Public Buildings					
Cormier, Ronald	$ 33,966.41	$ 440.91			$ 34,407.32
Giguere, Richard	$ 39,270.40	$ 608.88	$ 800.00		$ 40,679.28
Varley, Robert	$ 58,260.80		$ 900.00		$ 59,160.80
					$ 134,247.40
Police Department					
Adams, Joshua	$ 49,216.35	$ 8,290.30		$ 984.00	$ 58,490.65
Back, Diana	$ 66,671.54	$ 11,563.33			$ 78,234.87
Bohannon, Adam	$ 59,161.60	$ 6,913.94	$ 650.00		$ 66,725.54
Booth, Reid	$ 49,885.20	$ 9,848.16		$ 9,474.00	$ 69,207.36
Deschamps, Daniel	$ 64,004.68	$ 15,370.39	$ 650.00	$ 164.00	$ 80,189.07
Fogg, Kathleen	$ 50,668.80				$ 50,668.80
Gould, Steven	$ 49,324.78	$ 8,440.05		$ 5,256.00	$ 63,020.83
Haley, Mark	$ 68,582.24	$ 17,112.51	$ 1,950.00	$ 492.00	$ 88,136.75
Kulhawik, Edward	$ 123,323.38			$ 4,741.53	$ 128,064.91
Mungovan, Katherine	$ 57,589.35	$ 19,091.56		$ 10,468.00	$ 87,148.91
Pierpont, Jonathan	$ 62,370.07	$ 8,770.44	$ 2,700.00	$ 3,268.00	$ 77,108.51
Roderick, Kenneth	$ 94,036.80		$ 2,100.00	$ 4,278.48	$ 100,415.28
Savin, Brian	$ 62,218.57	$ 29,804.92	$ 975.00	$ 4,762.50	$ 97,760.99
Schnitzer, Robert	$ 77,709.06	$ 17,276.01	$ 650.00		$ 95,635.07
Sylvia, Norman	$ 60,953.20	$ 16,705.63	$ 1,950.00	$ 8,692.50	$ 88,301.33
					$ 1,229,108.87
Police Temp/Specials					
Collins, Thomas	$ 168.00			$ 1,484.00	$ 1,652.00
Higgins, Scott	$ 1,743.26			$ 2,312.50	$ 4,055.76
Mickle, Martin	$ 945.00				$ 945.00
Plante, Gregory	$ 6,453.50			$ 6,347.50	$ 12,801.00
Webber, Derek	$ 6,217.25			$ 9,660.00	$ 15,877.25
					$ 35,331.01

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Fire Department					
Abbott, Deborah	$ 35,953.04		$ 900.00		$ 36,853.04
Albino, Lisa	$ 71,818.69	$ 23,354.59		$ 11,039.65	$ 106,212.93
Burns, Steven	$ 75,368.23	$ 13,778.68		$ 7,508.40	$ 96,655.31
Edmunds, Brian	$ 11,781.34	$ 613.61			$ 12,394.95
Fisher, Kurt	$ 47,650.82	$ 16,754.11		$ 4,510.06	$ 68,914.99
Foley, Mark	$ 93,241.20			$ 3,820.08	$ 97,061.28
Francke, Barbara	$ 55,882.03	$ 7,349.87		$ 5,099.28	$ 68,331.18
Frazier, Charles	$ 67,536.03	$ 17,417.44		$ 5,487.72	$ 90,441.19
Hilferty, Eric	$ 47,297.98	$ 10,052.57		$ 4,402.67	$ 61,753.22
Labonte, Troy	$ 35,937.60	$ 9,465.73		$ 4,361.06	$ 49,764.39
McGrath,James	$ 49,586.48	$ 25,902.40		$ 3,724.64	$ 79,213.52
Morse, Kyle	$ 57,390.52	$ 27,158.07	$ 650.00	$ 5,472.64	$ 90,671.23
Olson, Glen	$ 103,147.20		$ 800.00	$ 7,180.48	$ 111,127.68
Piltzecker, William	$ 62,638.17	$ 20,477.90		$ 4,703.36	$ 87,819.43
Porteus, Sherri	$ 13,589.66			$ 13,589.66	
Smith, Jennifer	$ 82,862.52	$ 11,040.74		$ 6,592.32	$ 100,495.58
Sprague, William	$ 74,013.62	$ 28,263.43		$ 6,610.03	$ 108,887.08
Topal, Rachel	$ 48,289.63	$ 5,767.48		$ 5,680.20	$ 59,737.31
Van Buskirk, Ryan	$ 49,688.86	$ 6,893.65		$ 4,315.10	$ 60,897.61
Watson Jr., Donald A.	$ 49,654.73	$ 13,002.40		$ 4,953.22	$ 67,610.35
Wiley, Maurice	$ 41,799.96	$ 12,228.63		$ 5,775.95	$ 59,804.54
					$ 1,528,236.47
Building & Health Insp					
Adams II, Wallace	$ 38,000.00			$ 600.00	$ 38,600.00
Barker, Susan	$ 40,848.13				$ 40,848.13
Crowley, Jane	$ 74,781.20		$ 650.00		$ 74,781.20
Defelice, Frank	$ 77,383.44		$ 650.00	$ 300.00	$ 77,383.44
Gillespie-Lee, Laura	$ 3,476.66				$ 3,476.66

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Magill-Strakele, Madelynanne	$ 45,310.20		$ 975.00		$ 45,310.20
Shea, Janice	$ 32,236.87		$ 650.00		$ 32,236.87
Van Ryswood, Scott	$ 30,000.00			$ 900.00	$ 30,900.00
					$ 343,536.50
Natural Resources					
Brogan, Shana	$ 16,922.71				$ 16,922.71
Carlow, Peter	$ 51,304.05	$ 553.14		$ 240.00	$ 52,097.19
Hutchinson, Rachel	$ 45,281.61	$ 2,220.58		$ 240.00	$ 47,742.19
Monteiro, Suzanne	$ 554.68				$ 554.68
Mugford, Richard	$ 4,736.00				$ 4,736.00
O'Connor, Michael	$ 60,060.70	$ 4,438.08	$ 800.00	$ 300.00	$ 65,598.78
Usowski, Amy	$ 48,112.37	$ 2,086.35		$ 240.00	$ 50,438.72
					$ 238,090.27
Dispatch					
Austin, Julie	$ 49,257.80	$ 14,356.61	$ 1,800.00		$ 65,414.41
Beaulieu, Melanie	$ 47,150.76	$ 8,981.60	$ 550.00		$ 56,682.36
Braun, Mark	$ 39,039.05	$ 10,072.22			$ 49,111.27
Cicale, Rhea	$ 47,127.17	$ 5,310.44	$ 600.00		$ 53,037.61
Fiske, Rosemarie	$ 448.88				$ 448.88
Hamilton-Dewitt, Samantha	$ 1,275.38				$ 1,275.38
Leidenfrost, Kerianne	$ 44,142.28	$ 8,058.74			$ 52,201.02
Schaefer, Ann	$ 6,654.75				$ 6,654.75
					$ 284,825.68

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Library					
Ford, Patricia	$ 46,247.60		$ 600.00		$ 46,847.60
Francis, Courtney	$ 1,303.13				$ 1,303.13
Gloo, Linda	$ 18,653.44		$ 405.00		$ 19,058.44
Leary, Kirsten	$ 3,894.00				$ 3,894.00
Magane, Martha	$ 65,577.60		$ 900.00	$ 13,502.93	$ 79,980.53
McLoughlin, Frances	$ 36,964.21				$ 36,964.21
Wells, Cornelia	$ 18,653.44		$ 850.00		$ 19,503.44
					$ 207,551.35
DPW/Transfer Station					
Andres, Cornelius	$ 97,296.00				$ 97,296.00
Becker, Charles	$ 10,171.00	$ 321.56			$ 10,492.56
Burgess, Alan	$ 53,892.80	$ 1,593.48			$ 55,486.28
Cicale, Michael	$ 13,939.75	$ 355.20			$ 14,294.95
Clifford, Barry	$ 57,886.40	$ 3,715.30			$ 61,601.70
Gevrekov, Alexsandar	$ 1,960.00				$ 1,960.00
Goodrich, James	$ 25,328.88	$ 2,047.90			$ 27,376.78
Holmes, Craig	$ 1,060.00				$ 1,060.00
Johnson, Darryl	$ 6,795.00				$ 6,795.00
Lopez, Victor	$ 14,936.75	$ 1,110.62			$ 16,047.37
McCarthy, Kevin	$ 28,153.36	$ 3,416.64			$ 31,570.00
Mickle, Martin	$ 75,254.40	$ 8,303.34			$ 83,557.74
Muchunguzi, Andrew	$ 440.00				$ 440.00
Peters, Jeffrey	$ 52,062.40	$ 3,529.28	$ 800.00		$ 56,391.68
Potash, Michael	$ 3,072.00				$ 3,072.00
Steele, Raymond	$ 41,912.00	$ 3,657.24			$ 45,569.24
Vaughan, Heidi	$ 53,698.22	$ 5,078.45	$ 975.00		$ 59,751.67
Webber, David	$ 41,987.68	$ 2,904.68			$ 44,892.36
					$ 617,655.33

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
COA / Human Services					
Armstrong, Joann	$ 41,475.19				$ 41,475.19
Benelli, Jillian	$ 2,720.97				$ 2,720.97
Burns, Maura	$ 22,151.06				$ 22,151.06
Carr, Marlene	$ 1,000.00				$ 1,000.00
Dunham, Cynthia	$ 39,448.87		$ 600.00		$ 40,048.87
Gill, Katherine	$ 61,685.29		$ 900.00		$ 62,585.29
Hawko, Thomas	$ 12,618.00				$ 12,618.00
Hollister, Gordon	$ 8,200.50				$ 8,200.50
Lariviere, Ellen	$ 495.00				$ 495.00
Mesheau, Katherine	$ 25,405.20				$ 25,405.20
Ramon, Richard	$ 18,238.55				$ 18,238.55
Szedlak, Sandra	$ 39,689.00		$ 900.00		$ 40,589.00
					$ 275,527.63
Beach & Recreation					
Anderson, Madeleine	$ 2,174.27				$ 2,174.27
Baumgaertel, Andrew	$ 2,457.45				$ 2,457.45
Bernazzani, Daniel	$ 3,858.50				$ 3,858.50
Bernazzani, Timothy	$ 89.25				$ 89.25
Bombanti, Lauren	$ 1,125.00				$ 1,125.00
Boughey, Andrew	$ 1,974.13				$ 1,974.13
Bowens, Daniel	$ 2,364.50				$ 2,364.50
Brown, Patricia	$ 26.25				$ 26.25
Burgess, Stephen	$ 21.00				$ 21.00
Burrill, Larosey	$ 228.38				$ 228.38
Burrows, Eli	$ 1,976.64				$ 1,976.64
Catarino, Alexandra	$ 21.00				$ 21.00
Collins, Megan	$ 2,046.38				$ 2,046.38
Connors, Marcia	$ 5,051.82				$ 5,051.82
Corliss, Brittany	$ 2,083.32				$ 2,083.32

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Demarco,Thomas	$ 2,842.64				$ 2,842.64
Derosas, Jillian	$ 2,094.46				$ 2,094.46
Driscoll, Jillian	$ 338.00				$ 338.00
Edson, Ronald	$ 1,496.39				$ 1,496.39
Erickson, Samuel	$ 2,231.94				$ 2,231.94
Ericson, Melissa	$ 857.00				$ 857.00
Fish, Joseph	$ 175.88				$ 175.88
Frodel, Colby	$ 21.00				$ 21.00
Gianakis, Adam	$ 1,301.76				$ 1,301.76
Henke, Kathleen	$ 4,301.00				$ 4,301.00
Jacovino, Robert	$ 21.00				$ 21.00
Johnson, Colleen	$ 1,460.00				$ 1,460.00
Johnson, Kelly	$ 1,547.20				$ 1,547.20
Johnson, Sarah Beth	$ 3,894.70				$ 3,894.70
Kemple, Lauren	$ 324.00				$ 324.00
Kemple, Patrick	$ 3,069.57				$ 3,069.57
Lagasse, Annie	$ 1,979.50				$ 1,979.50
Leghorn, Edith	$ 3,920.63				$ 3,920.63
Lenkauskas, Stephen	$ 1,537.51				$ 1,537.51
Lopez, Victor	$ 168.75				$ 168.75
Lynch, Amanda	$ 89.25				$ 89.25
Marston, Noelle	$ 238.88				$ 238.88
Marvin, Hannah	$ 2,231.95				$ 2,231.95
Marvin, Sam	$ 1,199.26				$ 1,199.26
McCarthy, Kelli	$ 2,372.63				$ 2,372.63
McLellan, Scott	$ 21.00				$ 21.00
Mead, Heidi	$ 2,437.75				$ 2,437.75
Mickle, Christine	$ 52,374.40				$ 52,374.40
Mullett, Danielle	$ 1,187.45				$ 1,187.45
Palmer, Lindsey	$ 2,545.69				$ 2,545.69
Parker, Michael	$ 3,557.01				$ 3,557.01
Piltzecker, Charles	$ 2,321.31				$ 2,321.31

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Powers, Mark	$ 72,092.80		$ 800.00	$ 300.00	$ 73,192.80
Read, Lynn	$ 1,819.39				$ 1,819.39
Roberts, Linda	$ 4,314.50				$ 4,314.50
Rock, William	$ 1,210.00				$ 1,210.00
Simkins, Stephanie	$ 4,857.19				$ 4,857.19
Simkins, Kyle	$ 2,107.63				$ 2,107.63
Smith, Bremner	$ 21.00				$ 21.00
Spiegel, Brooke	$ 154.88				$ 154.88
Tinney, Michael	$ 1,303.25				$ 1,303.25
Verrone, Leon	$ 15.75				$ 15.75
Wagner, Victoria	$ 6,395.84				$ 6,395.84
Walther, Katrina	$ 3,550.84				$ 3,550.84
White, Joshua	$ 312.00				$ 312.00
Wolfenden, Adam	$ 2,868.76				$ 2,868.76
					$ 231,781.23
Olde Mill					
Owens, James	$ 3,358.13				$ 3,358.13
Anderson, Madeleine	$ 1,349.13				$ 1,349.13
					$ 4,707.26
Elections & Registrations					
Abbott, Deborah	$ 31.50				$ 31.50
Andujar, Lewis	$ 70.00				$ 70.00
Andujar, Maureen	$ 129.50				$ 129.50
Bell, Gail	$ 63.00				$ 63.00
Bohannon, Audrey	$ 105.00				$ 105.00
Brocklebank, Veronica	$ 106.75				$ 106.75
Clock, Patricia	$ 91.00				$ 91.00
Crozier, Ann	$ 152.25				$ 152.25
Derman, Gary	$ 98.00				$ 98.00

SALARIES/WAGES, continued

NAME	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Derman, Helen	$ 112.00				$ 112.00
Dibona, Carol	$ 89.25				$ 89.25
Everett, Oliver	$ 35.00				$ 35.00
Everett, Susan	$ 35.00				$ 35.00
Fischer, Henry	$ 56.00				$ 56.00
Fischer, Jane	$ 70.00				$ 70.00
Gibbs, Margaret	$ 35.00				$ 35.00
Harnett, Edmond	$ 70.00				$ 70.00
Harnett, Kathryn	$ 28.00				$ 28.00
Heilala, Alexandra	$ 29.75				$ 29.75
Howard, Helen	$ 63.00				$ 63.00
Lariviere, Ellen	$ 336.00				$ 336.00
Lennox, John	$ 63.00				$ 63.00
McMakin, James	$ 410.00				$ 410.00
Morel, Anna	$ 35.00				$ 35.00
Mickle, Christine	$ 92.75				$ 92.75
Nickerson, Janice	$ 103.25				$ 103.25
Nuendel, Bonnie	$ 57.75				$ 57.75
Nuendel, Donald	$ 70.00				$ 70.00
Porteus, Sherri	$ 31.50				$ 31.50
Potter, Carol	$ 40.25				$ 40.25
Radke, Lisa	$ 94.50				$ 94.50
Sandusky, Mark	$ 122.50				$ 122.50
Scholl, Marcia	$ 105.00				$ 105.00
Shea, Shawn	$ 505.00				$ 505.00
Silver, Susan	$ 45.50				$ 45.50
Skiba, Dawn	$ 66.50				$ 66.50
Smith, Robert	$ 85.75				$ 85.75
Thurston, Roger	$ 84.00				$ 84.00
Tuohey, Brian	$ 28.00				$ 28.00
Van Nest, Linda	$ 733.25				$ 733.25
Wissell, Amy	$ 101.50				$ 101.50
					$ 4,681.00

EASTHAM ELEMENTARY SCHOOL SALARIES
2010-2011

EMPLOYEE	POSITION	TOTAL	LONGEVITY	INCLUDED IN TOTAL
AMES KIMBERLY	TEACHER	$ 71,132	$ 100	
BEALE TAMARA	CAF WORKER	$ 11,593		$ 250 Perf att; $177 snow
BOUYEA PETER	CUSTODIAN	$ 34,390		$ 250 Perf att; $ 535 O/T
BRODIE KERIN	EDUCATIONAL ASSISTANT	$ 25,936	$ 450	
BROWN MURIEL	TEACHER	$ 83,888	$ 100	$ 2367 Stipend
BURT LINDA	HEAD CUSTODIAN	$ 49,739	$ 1,050	$ 400 Perfect attend
BUTCHER MARY JANE	EDUCATIONAL ASSISTANT	$ 33,928	$ 750	
CARLISLE JILL	TEACHER	$ 71,132	$ 100	
CHUDOMEL DIANE	EDUCATIONAL ASSISTANT	$ 33,325	$ 1,000	
CONSIGLIO ARLINE	SECRETARY TO PRINCIPAL	$ 49,818	$ 900	$ 250 Perf att; $ 958 Stipend
CONSIGLIO ARLINE	SCHOOL COUNCIL SECRETARY	$ 505		
CONSIGLIO-NOKS ARLYNN	SCHOOL COMM SECRETARY	$ 757		
DAVIS KATHY	TEACHER	$ 71,132	$ 100	
DEANGELIS BARBARA	EDUCATIONAL ASSISTANT	$ 25,626		
DEEGAN TRACY	TEACHER	$ 75,775	$ 100	$ 4544 Stipend
DONOVAN CAROLINE	EDUCATIONAL ASSISTANT	$ 25,936	$ 450	$ 528 Stipend
DOUGLAS DIANE	CAFÉ MANAGER	$ 31,264	$ 1,050	$ 250 Perf att; $1142 Stipend
DRISCOLL MOLLY	TEACHER	$ 46,435		
ESCHER MARY	TEACHER	$ 61,978	$ 1,200	$ 13454 Title I Coor
FITZGERALD PHOEBE	EDUCATIONAL ASSISTANT	$ 24,772		
FORGERON SUSAN	TEACHER	$ 80,948		
FRYE AMY	TEACHER	$ 83,888		
GENOIS MARY	TEACHER	$ 51,547		
GIBBONS MELISSA	TEACHER	$ 52,250		
GOLAND AMY	EDUCATIONAL ASSISTANT	$ 6,466		

ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	TOTAL	LONGEVITY	INCLUDED IN TOTAL
GRECO REBECCA	EDUCATIONAL ASSISTANT	$ 39,151	$ 750	$ 475 Sick BB
HELMAN SUSAN	PRINCIPAL	$ 113,573	$ 2,500	$ 3025 Sick BB
HOLLAND ALICE	EDUCATIONAL ASSISTANT	$ 34,200	$ 750	
HOLLANDER-ESSIG CHARLES	TEACHER	$ 16,120	$ 400	
KENDER KOLLEEN	EDUCATIONAL ASSISTANT	$ 29,466		$ 700 Stipend
LAMB JUDITH	TEACHER	$ 79,011		
LYON JENNIFER	EDUCATIONAL ASSISTANT	$ 15,823		
MARTIN-LANGTRY DONNA	SPEECH THERAPIST	$ 81,048	$ 100	
MCCARTHY MARY	TEACHER	$ 84,227	$ 1,200	$ 2500 Lexington
MCHUGH EILEEN	EDUCATIONAL ASSISTANT	$ 24,467		
MCLEAN ERIK	CUSTODIAN	$ 34,608		$ 803 O/T
MORRIS LOUISE	TEACHER	$ 80,948		
MUNIZ-DUBE BRYONY	EDUCATIONAL ASSISTANT	$ 11,732		
NARKON HANNAH	EDUCATIONAL ASSISTANT	$ 6,466		
NEWTON JULIE	TEACHER	$ 71,232	$ 100	
O'CONNOR KAREN	TEACHER	$ 82,948	$ 2,000	
OLSON COREEN	TEACHER	$ 72,332	$ 1,200	
PENO ERICA	TEACHER	$ 80,948		
POITRAS EILEEN	TEACHER	$ 41,924		
REICHERS KAREN	NURSE	$ 73,963	$ 100	
SHAW TAMSYN	TEACHER	$ 72,882	$ 100	
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	$ 33,083	$ 450	
SPRINGER SONI	TUTOR	$ 7,948		
VALENTI KATHLEEN	SCHOOL PSYCHOLOGIST	$ 84,358		$ 470 Stipend
VARLEY ELISE	SECRETARY TO PRINCIPAL	$ 34,735	$ 900	$ 682 Stipend
WALLACE COLLEEN	CAF WORKER	$ 16,755	$ 600	$ 266 Snow
WALLACE MARJORIE	EDUCATIONAL ASSISTANT	$ 19,574		
WEBER JILL	EDUCATIONAL ASSISTANT	$ 34,000	$ 750	
WHARTON KAREN	TEACHER	$ 86,828		
WHITCOMB JENNIFER	EDUCATIONAL ASSISTANT	$ 3,767		

ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	TOTAL	LONGEVITY	INCLUDED IN TOTAL
YAKOLA ERIC	TEACHER	$ 72,332	$ 1,200	
ANDERSON NORMA	SUBSTITUTE CALLER	$ 2,320		
ANTHONY ELLEN	SUBSTITUTE TEACHER	$ 70		
BACK RENEE	SUBSTITUTE TEACHER	$ 63		
BASSETT BECKY	SUBSTITUTE TEACHER	$ 486		
BREHMER SAVANNAH	SUBSTITUTE TEACHER	$ 70		
CEVOLI CHRISTEN	SUBSTITUTE TEACHER	$ 137		
CORRIVEAU SANDRA	SUBSTITUTE TEACHER	$ 276		
CREMINS JOANNE	SUBSTITUTE TEACHER	$ 1,373		
CUSTODIE JOHN	CUSTODIAN	$ 1,268		
DANIELS PAMELA	SUBSTITUTE TEACHER	$ 140		
DANIELS PATSY	SUBSTITUTE TEACHER	$ 6,834		
DORA JOANN	SUBSTITUTE TEACHER	$ 54		
FLEMING JENNIFER	SUBSTITUTE NURSE	$ 500		
HACKING-DAVIS ROBIN	SUBSTITUTE TEACHER	$ 630		
HAMMATT MARY	SUBSTITUTE TEACHER	$ 1,680		
HELME LINDSEY	SUBSTITUTE TEACHER	$ 210		
HEMLEY FREYA	SUBSTITUTE TEACHER	$ 1,120		
HOLCOMB-JONES HEATHER	SUBSTITUTE TEACHER	$ 280		
HOPKINS ADELAIDE	SUBSTITUTE TEACHER	$ 140		
KARP DORIS	SUBSTITUTE TEACHER	$ 250		
KRAMER ASHLEY	SUBSTITUTE TEACHER	$ 623		
LOPEZ CAROL	SUBSTITUTE TEACHER	$ 1,188		
MCGRATH LORI	SUBSTITUTE TEACHER	$ 432		
NEWTON TERESA	SUBSTITUTE TEACHER	$ 1,118		
OULD CATHERINE	SUBSTITUTE TEACHER	$ 3,430		
PAGANO KAREN	SUBSTITUTE TEACHER	$ 420		
RESSNER ANABEL	SUBSTITUTE TEACHER	$ 210		
ROGERS MARIE	SUBSTITUTE TEACHER	$ 4,550		
ROY BONNIE	SUBSTITUTE TEACHER	$ 4,372		

ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	TOTAL	LONGEVITY	INCLUDED IN TOTAL
SALERNO SHERRY	SUBSTITUTE TEACHER	$ 3,462		
SANZO ANTHONY	SUBSTITUTE TEACHER	$ 3,562		
SCANLAN EUGENIA	SUBSTITUTE TEACHER	$ 2,240		
SCHALL JANET	SUBSTITUTE TEACHER	$ 1,190		
SCHRAFFT THERESA	SUBSTITUTE TEACHER	$ 250		
SHAKLIKS MARY	SUBSTITUTE TEACHER	$ 1,190		
SPAMPINATO HARRY	CUSTODIAN	$ 2,341		
SPRINGER SONI	SUBSTITUTE TEACHER	$ 4,420		
WALLACE MARJORIE	SUBSTITUTE TEACHER	$ 25		
WHITCOMB JENNIFER	SUBSTITUTE TEACHER	$ 6,297		
WHITE SARAH	SUBSTITUTE TEACHER	$ 162		
TOTAL ELEMENTARY SCHOOL		**$ 2,703,992**		

NAUSET REGIONAL SCHOOL DISTRICT SALARIES
2010-2011

Central Office Staff

Employee		Position	Total	Longevity	Other
Baumhauer	Johannes H	Business Manager	$ 118,012		
Caretti	Ann	Director of Student Srvs	$ 110,620	$ 2,500	
Consiglio-Noks	Arlynn	Secret to Student Svcs Dir	$ 47,822	$ 900	$ 1,026
Crockett	Sherry	Sec. Bus. Mgr.	$ 15,750		
Davis	Laurie	Business Manager Secretary	$ 43,367	$ 1,600	
Davis	Robert	Cust.	$ 7,830		$ 150
Dumont	Maureen	HR Coord	$ 57,544	$ 2,000	$ 250
Foley	Sandra	Accts. Pay.	$ 38,798		
Gifford	Bonny	Asst. Supt.	$ 118,200		
Hoffmann	Richard	Superintendent	$ 157,509		
Kanavos	Joyce	Accts Payable/Receptionist	$ 36,801	$ 1,150	
Maguire	Mary Ann	Food Services Bookeeper	$ 46,001	$ 1,450	
McKenzie	Lori	Food Serv. Dir.	$ 46,635	$ 800	
Nowack	James	Accounting Manager	$ 69,369	$ 3,000	
Reiser	Mary	Secty to Asst Supt	$ 61,010	$ 900	
Schrock	Kathleen	Technology Administrator	$ 77,485	$ 2,500	
Tefft	Ann	Administrative Asst to Supt.	$ 65,481	$ 1,200	$ 250
Wallen	Susan	Payroll and Benefits Services Clerk	$ 48,462		$ 250
Young	Barbara J	Clerical Secretary`	$ 13,014		
Total Central Office			**$ 1,179,709**		

Nauset High School

Employee		Position	Salary	Longevity	Other
Abbott	Elizabeth	Psychologist	$ 83,888	$ 1,500	$ 4,535
Albright	Lori S	Teacher	$ 82,405	$ 100	
Appleton	Scott	Custodian	$ 45,811	$ 550	$ 250
Avery	Joshua	Custodian	$ 39,797		$ 3,000
Bakker	Donald	Teacher	$ 16,481		
Bartolini-Trott	Bonnie J	HS SN Teacher	$ 82,405	$ 100	
Beavan	Allison	Teacher	$ 79,011		
Bell	Valerie G	Teacher	$ 79,011	$ 1,500	$ 2,500
Birchall	Jodi	Ed Assistant	$ 33,400	$ 1,000	
Blascio	Katsiaryna	Teacher	$ 56,512		
Bohannon	Justin C	Teacher	$ 62,117		
Bohannon	Meredith N	Teacher	$ 70,240		
Bolinder	Richard	Groundsman	$ 46,855	$ 600	$ 250
Boskus	Stephen W	Guidance Counselor	$ 79,011		$ 2,135
Boyd	Margaret	Ed Assistant	$ 20,541		
Brown	Lisa	Teacher	$ 74,840		
Butts	Mary J	Teacher	$ 83,888	$ 100	
Cameron	Katie E	Guidance Counselor	$ 57,309	$ 1,549	
Caporello	Joy C	Ed Assistant	$ 33,400	$ 750	
Castellano	Alan	Teacher	$ 83,888	$ 1,200	
Clark	Andrew R	Teacher	$ 80,948	$ 100	
Clark	Dryden E	Ed Assistant	$ 23,081	$ 450	
Clark	Robert	Custodian	$ 45,811	$ 600	$ 4,116
Close	Andrea	SN Ed Assistant	$ 30,891	$ 450	
Cohen	Valerie	Teacher	$ 82,405	$ 100	
Conrad	Thomas	HS Principal	$ 129,267	$ 3,500	
Craven	Raymond J	Teacher	$ 71,132		
Davies	Paul	Teacher	$ 82,405	$ 1,500	
Deandrade	Leonice	Caf Worker	$ 18,529	$ 550	$ 305
Desimone	Christine	Teacher	$ 80,661		
Dixon	Honora M	Teacher	$ 83,888	$ 2,000	

Nauset High School Staff

Employee		Position	Salary	Longevity	Other
Donovan	David C	HS Teacher	$ 79,011	$ 100	
Durgin	Richard E	Guidance Councelor	$ 80,948	$ 100	$ 2,188
Endich	Roberta S	Librarian	$ 79,235		
Evans	Henry K	HS Teacher	$ 79,011		
Faris	Thomas A	HS Teacher	$ 79,011		
Faucher	Roger H	HS Teacher	$ 83,888	$ 1,500	$ 2,500
Fiero	Donna	Caf Worker	$ 18,529	$ 550	$ 305
Ford	Ashley	HS Teacher	$ 62,709		
Frost	Priscilla	HS Teacher	$ 83,888	$ 100	
Geueke	Christine	HS Teacher	$ 54,030		
H. Grozier	Christine	HS SN Ed Assistant	$ 33,400	$ 750	
Hamer	Judith	HS Teacher	$ 82,405	$ 1,200	
Hendrickx	Ezra	HS Teacher	$ 75,969		
Hepinstall	Karen	HS Teacher	$ 82,405	$ 100	
Hicks	Brian R	HS Teacher	$ 79,011	$ 100	
Hirsch	Anita T	HS Teacher	$ 83,888		
Hoyt	Karl F	HS Teacher	$ 79,011	$ 1,200	
Johnson	Linda	HS Teacher	$ 79,011	$ 100	$ 2,500
Johnston	Ross B	HS Teacher	$ 82,405	$ 100	$ 2,500
Joyce	Timothy	HS Teacher	$ 80,948	$ 1,500	
Kaar	Alison B	HS Teacher	$ 58,772		
Kandall	Amy	HS Teacher	$ 75,413		
Kelley	Leslie	HS SN Ed Assistant	$ 13,849	$ 450	
Kelley	Leslie	HS SN Ed Assistant	$ 3,362		
Kenyon	Keith	Activities Coord.	$ 77,000		
Keon	Diane	HS Teacher	$ 83,888		
Keppler	Dale	HS Teacher	$ 42,971		
Kersteen	Hilary F	HS Teacher	$ 62,117		
King	Selena F	HS Teacher	$ 47,407	$ 1,200	
Kobold	Julie	HS Teacher	$ 32,676		

Nauset High School Staff

Employee		Position	Salary	Longevity	Other
LaBranche	Robert A	HS Teacher	$ 79,011		
Lagasse	Karen M	HS Teacher	$ 80,948	$ 100	
Lanoie	Claire	HS Teacher	$ 79,011	$ 1,200	$ 2,500
Leary	Geoffrey W	HS Teacher	$ 71,132	$ 1,200	$ 2,500
Lebow	Elizabeth A	HS Teacher	$ 80,948		
Lee-Destefano	Tracy L	HS Teacher	$ 69,873		
Lewis	Robert	HS Facilities Manager	$ 66,030		
Lindahl	Paul	HS Teacher	$ 79,011		
Mabile	Sharon J	HS Teacher	$ 82,405		
MacDonald	Eduardo	Asst Principal	$ 104,445	$ 764	
MacDonald	Kathryn	HS Guidance Secretary	$ 36,131	$ 900	$ 881
Markovich	Paul	Asst Principal	$ 104,445	$ 3,597	
Marquit	Jayne H	Ed Assistant	$ 33,400	$ 1,000	
Martin	Amy L	Office/Data Mgmnt Secy	$ 35,070	$ 1,150	$ 5,006
Masterson	Dianne J	HS Teacher	$ 82,405	$ 1,500	$ 2,500
Mathison	Mark W	HS SN Teacher	$ 79,011	$ 2,000	
Mattson	John	Teacher	$ 42,363		
McCully	Kathleen F	HS Teacher	$ 79,011	$ 100	
McGown	Jane	HS Teacher	$ 79,011		
McMahon	Michele C	HS Teacher	$ 83,888	$ 100	$ 2,500
McMillin	Maura Kerse	HS Teacher	$ 79,011		
McNamara	Michael P.	HS Teacher	$ 79,011		
Metzger	Michael H	HS Teacher	$ 59,493		
Miville	Courtney	HS Teacher	$ 54,338		
Morton	Vanessa L	Ed Assistant	$ 21,776		
Mosesso	Angela Mary	HS Teacher	$ 83,888	$ 1,200	
Mountain	Mary Ellen	HS SN Teacher	$ 63,888	$ 100	
Nahas	Jessica	HS Teacher	$ 56,512		
Nelson, Jr	Roger	Ed Assistant	$ 33,400	$ 750	
Nielsen	Lise	HS Teacher	$ 79,011	$ 1,500	$ 2,500

Nauset High School Staff

Employee		Position	Salary	Longevity	Other
Novacon	Karen J	HS Teacher	$ 79,011	$ 100	
O'Connell	Cornelius	Custodian	$ 45,811	$ 600	
Ogden	Virginia R	HS Teacher	$ 71,132	$ 1,200	
Panuczak	Linda	Cafeteria Worker	$ 14,494		$ 238
Pavlu	Michele M	HS Athletic Trainer	$ 49,282		
Pillsbury	Timothy	Custodian	$ 39,797		
Potts	David G	HS Teacher	$ 71,132	$ 100	
Pucko	Adrienne	Teacher	$ 50,355		
Quill	Joanne L	HS Teacher	$ 71,132	$ 1,200	$ 2,500
Read	Lynn	Ed Assistant	$ 33,400	$ 750	
Richards	Sharon C	MS Teacher	$ 52,368		
Rojas	Elaine M	HS Teacher	$ 67,042		
Rouillard	Nancy	Caf Worker	$ 11,791	$ 550	$ 444
Schwebach	Suzanne M	Ed Assistant	$ 33,400	$ 750	
Sheptyck	Lora E	Secretary	$ 36,954	$ 1,750	$ 880
Smith	Dorothea A	Guidance Counselor	$ 79,235		$ 2,141
Spampinato	Marcia W	Secretary	$ 32,771		$ 782
Spencer	Susan J	HS SN Ed Assistant	$ 33,400	$ 750	
Stevens	Heather L	HS Teacher	$ 79,011		
Swiniarski	Stephen J	HS Teacher	$ 71,132	$ 1,200	
Timmons	Mae A	HS Speech Therapist	$ 83,888	$ 100	
Tobler	Teal	HS SN Teacher	$ 73,288		
Tringale	Kathleen A	HS Teacher	$ 83,888		
Tupper	Katherine	HS SN Secretary	$ 33,963	$ 450	$ 1,078
Valenzano	Kristina	HS Ed Assistant	$ 46,447		
Vantassel	Kristina	Ed Assistant	$ 25,936	$ 450	
Vigliotte	Marielle	Nurse	$ 59,728		
Walker	Robin V	HS Teacher/Tech Coord	$ 83,888	$ 2,000	$13,836
Wall	Lauren J	Ed Assistant	$ 33,400	$ 750	
Ward	Priscilla M	HS Teacher	$ 73,051		

Nauset High School Staff

Employee		Position	Salary	Longevity	Other
Warren	Nancy	Caf Mngr	$ 26,890		$ 686
White	Brian M	Guidance Counselor	$ 74,840		$ 2,022
White	Gregory R	HS Teacher	$ 71,506		
Wilkinson	Robert H	Access Teacher	$ 72,605		
Wirtz	Meridith A	HS Guidance Counselor	$ 61,983		$ 5,026
Wood	David M	HS Teacher	$ 4,376		
Wright	Philip	HS Teacher	$ 79,011		
Zawadzkas	Jane F	HS Teacher	$ 71,132	$ 1,200	
Total High School			**$ 8,036,343**		

Nauset Middle School

Employee		Position	Salary	Longevity	Other
Ahokas	John A	MS SN Ed Assistant	$ 27,493	$ 450	
Ambrose	Clifford	Custodian	$ 27,912		
Anderson	Norma Jean	Sub Caller	$ 2,320		
Back	Joy	ELL Tutor	$ 19,889		
Bader	Carol A	MS SN Secretary	$ 36,131	$ 1,150	$ 880
Baecker	Gregory	MS Principal	$ 34,061	$ 1,250	
Baldwin	Nancy P	Teacher	$ 79,011		
Bertrand	Shannon	Teacher	$ 80,661		
Blair	Gail L	Ed Assistant	$ 3,400	$ 750	
Boland	Kathleen M	Teacher	$ 83,888	$ 100	$ 2,500
Boskus	Christie	Teacher	$ 21,735		
Bouyea	Nancy	Custodian	$ 37,083		$ 3,559
Brackett	Bonnie B	Teacher	$ 83,888	$ 1,200	
Bucar	James	Ed Assistant	$ 23,124		
Cameron	Marcia	Asst Principal	$ 103,277	$ 1,827	
Carlson	Jan L	MS Secretary	$ 18,236	$ 900	$ 267
Carosella	Jeanne C	MS SN Ed Assistant	$ 33,400	$ 750	
Cedeno	Anthony G	Guidance Counselor	$ 79,352		$ 436
Chapman	Anthony	Custodian	$ 35,997		
Clark	Stacey	MS SN Teacher	$ 61,125		
Conner	Kimberly J	MS Teacher	$ 80,948		
Couture	Nancy T	MS SN Teacher	$ 79,011	$ 100	
Curtis	Karen	MS SN Ed Asst.	$ 33,400	$ 750	
Day	Judith	Caf Worker	$ 21,101	$ 550	$ 333
DiCenso	Kathleen	Ed Assistant	$ 27,493	$ 450	
Dominic	Barbara	Social Worker	$ 73,051		
Fields	Stephanie L	MS SN Ed Assistant	$ 25,936	$ 450	
Fowler	Ellen	Educational Assistant	$ 19,381		
Gengarelly	Laurie J	MS SN Ed Assistant	$ 33,400	$ 1,000	
Gibson	Judith A	Psychologist	$ 33,555		

Nauset Middle School

Employee		Position	Salary	Longevity	Other
Grant	Jennifer	Educational Assistant	$ 20,541		
Gula	Jennifer E	MS Teacher	$ 83,888		
Hagopian	Berj N	MS Teacher	$ 83,888	$ 100	
Hammond	Majen P	Teacher	$ 83,888	$ 100	
Hanrihan	Carole	Tutor	$ 16,383		
Hansen	Karen B	MS Teacher	$ 83,888	$ 100	$ 2,500
Harvey	Katherine	MS Teacher	$ 59,599		
Harwood	Sarah	MS Teacher	$ 59,555		
Heleen	Bonilyn	MS Teacher	$ 83,888		
Jackman	Bonnie E	Social Worker	$ 79,352	$ 436	
Jackman	Margaret	Guidance Secretary	$ 49,068	$ 1,450	
Keavy	Debra A	MS Teacher	$ 56,512		
Kelly	James	Custodian	$ 23,670		$ 250
Kendrew	Ingrid E	MS Teacher	$ 72,513		
Kieffer	Johanne M	MS SN Ed Assistant	$ 23,081		
Kirouac	Sean	MS Teacher	$ 44,060		
Knowles	Agnes	MS Teacher	$ 71,132	$ 1,200	
Koch	Michelle R	MS Ed Assistant	$ 23,081		
Krenik	John	MS Teacher	$ 83,888	$ 1,200	
Krikorian	Kathleen	MS SN Ed Assistant	$ 24,467		
Lane	Theresa L	Ed Assistant	$ 27,493		
Leighton	Ann S	Teacher	$ 44,661		
Levy	Eloise R	MS Teacher	$ 80,948	$ 1,200	
McCarthy	Tammy J	MS Teacher	$ 64,463		
McConchie	Ann S	MS Teacher	$ 83,888		
McGuinness	Deborah T	ASL Tutor	$ 11,710		
Michael	Patrice	MS SN Ed Assistant	$ 35,020		
Minkoff	Maxine	Interim Prin	$ 102,161		
Monteiro	Brian	Custodian	$ 31,008		
Moore	Michael G	MS Teacher	$ 83,888	$ 1,200	

Nauset Middle School

Employee		Position	Salary	Longevity	Other
Morash	Kathleen S	Ed Assistant	$ 30,891	$ 450	
Morris	Catherine E	Ed Assistant	$ 33,400	$ 750	
Murphy	Timothy J	MS Teacher	$ 53,097		
Needel	Anne M	MS Teacher	$ 82,405		
Nicholson	Dawn	Ed Assistant	$ 20,429		
Nickerson	Linda	MS/HS Nurse	$ 59,366		
Nidweski	Stephen L	cafe manager	$ 33,597	$ 550	$ 772
Noonan	John P	MS Teacher	$ 71,132		
O'Brien	Mary Catherine	Ed Assistant	$ 23,081		
O'Neil	Dawn J	MS Teacher	$ 82,405		
Page	Phillip	Groundsman	$ 45,811	$ 600	
Paulus	Ann K	MS Teacher	$ 57,309		
Pavlu	Edward J	MS Teacher	$ 77,834		
Peck	Susan	Ed Assistant	$ 23,081		
Perry	Vivian M	Ed Assistant	$ 27,493		
Peterson	Richard F	MS Teacher	$ 62,442		
Pontbriand	Eloise G	MS Teacher	$ 80,948		
Prall	Mark	MS Teacher	$ 13,565		
Reddish	Karen A	MS Teacher	$ 83,888		
Reid	Abigail	MS Teacher	$ 80,948	$ 2,000	
Reis	Victoria	Caf Worker	$ 21,101	$ 800	$ 333
Richard	Paul	MS Head Custodian	$ 61,743	$ 550	
Roberts	Amy	MS Teacher	$ 80,661		
Roberts	Cristin E	MS Teacher	$ 65,765		
Schmidt	William	MS Teacher	$ 61,125		
Schnitzer	Dawn N	MS SN Teacher	$ 67,538		
Sears	Mariellen F	MS Teacher	$ 82,405	$ 2,000	$ 2,500
Sheehan	William P	MS SN Teacher	$ 83,888		
Silva	Pamela	MS Secretary to the Pricipal	$ 43,652		
Smith	Audrey	Math Coach	$ 10,775		

Nauset Middle School

Employee		Position	Salary	Longevity	Other
Smith	Lorraine	MS Speech Therapist	$ 80,948	$ 1,500	
Sousa	Katie E	MS SN Teacher	$ 80,558		
Souza	Judith	Caf Worker	$ 21,101	$ 800	$ 333
Stack	Mary A	MS Teacher	$ 82,405		
Stewart	Jill A	Nurse	$ 79,011	$ 100	
Stewart	Susan C	MS Ed Assistant	$ 33,400	$ 1,000	
Sveden	Nancy	Ms SN Ed Assistant	$ 27,493		
Szczepanek	Lawrence W	Ed Assistant	$ 27,493	$ 450	
Thackeray	Megan	Ed Assistant	$ 33,400	$ 750	
Thatcher	Kimberly	MS SN Ed Assistant	$ 25,936		
Thomas	Kerry	SN Teacher	$ 74,366		
Valdes	Margaret	School Psychologist	$ 54,493	$ 2,356	
Vecchione	Brenda A	MS Teacher	$ 82,405	$ 100	
Vining	Kerri L	MS SN Teacher	$ 71,132		
Warren	Patricia A	MS SN Teacher	$ 67,538		
Wiley	Kerry	MS SN Ed Assistant	$ 33,400	$ 1,000	
Williams	Shelby E	Guid Coun/ Soc Work	$ 61,983		$ 335
Total Middle School			**$ 5,569,678**		

Nauset Region Shared

Employee		Position	Salary	Longevity	Other
Consiglio	Arline	Elem SIMS Facilitator	$ 1,837		
Convery	Brian	Occupational Therapist	$ 67,827		
Dever	Kelma E	IDEA Project Coordinator	$ 31,651		
Dugan	William	Treasurer	$ 6,365		
Edwards	Julie L	Physical Therapist	$ 32,676		
Fitzgerald	Esther	Adult Ed Director	$ 22,323	$ 550	
Newmeier	Wilhelmina	Adult Educ Assist	$ 7,050		
Raimo	Carey	Occupational Therapist	$ 61,125		
Rice	Daria W	Occupational Therapist	$ 66,260		
Rotti	Marjorie	Secretary to Adult Ed Director	$ 9,878	$ 300	
Silva	Pamela	Sec School Council	$ 631		
Tefft	Ann	Sec School Committee	$ 1,197		
Total Shared			**$ 308,820**		

Nauset Preschool

Employee		Position	Salary	Longevity	Other
Berg	Kathryn J	Preschool Teacher	$ 74,840		
Bianchi	Elizabeth A	Ed Assistant	$ 26,720	$ 750	
Bliss	Linda M	Ed Assistant	$ 23,314	$ 450	
Brocklebank	Veronica K	PreSchool Ed Assistant	$ 26,720	$ 750	
Cahill	Maryanne	Ed Assistant	$ 23,314		
Doherty	Michaela	Preschool Secretary	$ 14,268	$ 217	$ 395
Fox	Cynthia Jean	Preschool Teacher	$ 82,405	$ 1,500	
Frawley	Emily	Ed. Assistant	$ 11,379		
Mack	Martha D	PreSchool Administrator	$ 36,987		$ 7,497
Margotta	Kathryn	Ed Assistant	$ 26,720	$ 750	
Montano	Dawn M	Ed Assistant	$ 19,574	$ 450	
O'Connell	Nancy	Preschool Teacher	$ 79,011	$ 1,200	
Pearson	Amy	Ed Assistant	$ 19,574	$ 450	
Ryan	Eileen G	Ed Assistant	$ 26,720	$ 750	
Ryan	Justine A	Preschool Teacher	$ 58,772		
Watson	Jennifer	SLP	$ 48,129		
Total Preschool			**$ 598,447**		
Total Nauset Region			**$15,692,997**		

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TELEPHONE LISTING & OFFICE HOURS

POLICE - EMERGENCY, 2550 State Highway 911
Non Emergency 508-255-0551
Animal Control Officer 508-255-0551
FIRE – EMERGENCY, 2520 State Highway 911
Non Emergency 508-255-2324
TOWN HALL (for all departments), 2500 State Highway 508-240-5900
Administration ..... Sheila Vanderhoef, Town Administrator
Assessing ..... Gail McAleer, Deputy Assessor
Accounting ..... Diane Rommelmeyer, Town Accountant
Town Clerk/Registrar ..... Lillian Lamperti, Town Clerk
Treasurer/Collector ..... Joan Plante, Treasurer/Collector
Buildings & Maintenance ..... Robert Varley, Supervisor
Beach & Recreational Services ..... Mark Powers, Recreation and Beach Director
Health Agent ..... Jane Crowley
Town Planner ..... Ext. 228
Most offices of the Town are open from 8:00 a.m. to 4:00 p.m. with exceptions as noted:
Building Dept ..... Frank DeFelice, Inspector of Buildings
Monday through Friday 7:30 a.m. to 4:00 p.m.
Wiring Inspector ..... Wallace Adams
Available in Bldg. Dept. Monday, Wednesday and Friday 8:00 a.m. to 8:30 a.m.
Plumbing Inspector ..... Scott Van Ryswood
Available in Bldg. Dept. Tuesday and Thursday from 7:30 a.m. to 8:30 a.m.
Deputy Tax Collector, 76 Falmouth Rd, Hyannis 508-790-3443
Council on Aging, 1405 Nauset Rd, Sandy Szedlak, Director 508-255-6164
Library, 190 Samoset Rd, Cheryl Bryan, Library Director 508-240-5950
Natural Resources/ Conservation Commission,
Michael O'Conner, Deputy Natural Resources Officer
555 Old Orchard Rd 508-240-5972
Public Works Dpt., 555 Old Orchard Rd, Neil Andres, Superintendent 508-240-5973
Transfer Station, 255 Old Orchard Rd 508-240-5970
Hours of Operation are Saturday through Wednesday ..... 7:30 a.m. to 3:30 p.m.
Schools/ Eastham Elementary School, 200 School House Rd.
Scotti Finnegan, Principal 508-255-0808
Nauset Regional High School, 100 Cable Rd.
Tom Conrad, Principal 508-255-1505
Nauset Regional Schools Administration, 78 Eldredge Parkway, Orleans
Dr. Richard Hoffmann, Superintendent 508-255-8800
Veteran's Services, 66 Falmouth Rd, Hyannis 508-778-8740

BOARD OF SELECTMEN meets at the Eastham Town Hall in the Earle Mountain meeting room regularly the first and third Monday of the month at 5:00 p.m. and as posted on the Town Hall entrance bulletin board.